

## **College Policy for Persons with Disabilities (Divyangan)**

The definition of the term ‘**Disability**’ in chapter I of the Rights of the Persons with Disability Act, 2016.

### **Disability**

Disability is a term that includes motor and sensory limitations (e.g., mobility, vision, or hearing impairments). It also includes disabilities resulting from chronic illnesses and syndrome, invisible disabilities, such as psychological and emotional disorders, learning disabilities, heart disease, diabetes, asthma, arthritis, epilepsy, Acquired Brain Injuries (ABI), and Acquired Immune Deficiency Syndrome (AIDS) are also included in the term ‘disability’. Many disabilities vary in degree and type of limitation; therefore, accommodations must also vary and should be tailored to the needs of the individual.

Right of Persons with Disabilities Act, 2016 prohibits discrimination against individuals with physical and mental disabilities.

- The institution is against any kinds of discriminations on any grounds including disability.
- The institution intends to provide a comprehensive and inclusive teaching and learning environment in which incapacitated students, or any employees are not distraught or treated unfavourably.
- The institution aims to have all the academic programmes, courses, each activity (curricular, co-curricular, extracurricular, research, extension, etc.) and administrative dimensions easily and conveniently accessible to the students and other stakeholders with disabilities.
- All the stakeholders of the institution are expected to forward a helping hand towards the differently abled so as to make sure about the benefits of grounds programs, administrations, and activities.
- These guidelines are applicable to all the faculties and staff.

## **Objectives of the Policy:**

- ✓ To create Inclusive Culture to avoid discrimination, exploitation and exclusion of Disable Students and Staff from all spheres of work and education.
- ✓ To create suitable regulatory mechanism for effective delivery of services to Disable students, staff of the college and research scholars.
- ✓ To ensure implementation of all legislations with respect to persons with disabilities.
- ✓ To provide accessible and inclusive education.
- ✓ To ensure full participation of persons with disabilities and to provide them the equal opportunities for development.
- ✓ To provide necessary budget allocation to achieve above objectives.

## **The major initiatives to be taken as per the policy include:**

- ✓ To address all disability related issues in the institution.
- ✓ To ensure overall accessibility for the students and other staff with disability in the entire institution and its departments.
- ✓ To provide the essentially required resources, infrastructure facilities, guidance and experts' suggestions.
- ✓ To determine major grievances pertaining to any matter of persons with disabilities. If it is not resolved, it should be sent to the dignitaries.
- ✓ To provide counseling for the students with disabilities on the types of courses they can study at the higher education.
- ✓ To adhere to the orders dealing with fee concessions, examination procedures, reservation policies, etc., referring to persons with disabilities as per the government policies from time to time.
- ✓ To aware the faculties about the approaches to teaching, evaluation procedures, etc, which they should adapt in the case of students with disability.
- ✓ To assess the educational needs of students with disabilities.
- ✓ To provide support to the students with disability and assist them in getting appropriate employment after their studies.
- ✓ To generate appropriate remedial measures for the students with disabilities.

## **Accessibility policy:**

- Providing access means making all the institution services, activities and the benefits thereof, fully available to the students and staff with disabilities.
- The institution should provide various provisions in creating a disabled friendly campus.
- The institutional administration and faculty members should be willing to resolve all the kinds of issues of the students and staff with disabilities.
- The college campus should be barrier free and accessible for persons with differently able.

## **The following principles of accessibility will be strictly observed:**

All UG and PG programs and activities must be accessible.

To provide accessible text books and study material to all students with disabilities.

To aware all the teachers and non teaching staff regarding the issues of accessibility.

## **Exam policy:**

The institution shall follow the University guidelines in terms of the facilities to be provided to the students with disabilities during the exams.

## **Facilities available for staff and students.**

Ramps.

Railing.

Toilets and washrooms.

Wheel chair.

Disability sensitization sessions are expected to be the part of the Induction programme.