

## **DIVYANGJAN POLICY** (FOR PERSONS WITH DISABILITIES)

“ When we do the best we can, we never know what miracle is wrought in our life or the life of another.” – Helen Keller

**CHANDRABHAN SHARMA COLLEGE OF ARTS, COMMERCE & SCIENCE STRICTLY ABIDES BY THE RIGHTS OF PERSONS WITH DISABILITIES ACT, 2016 THAT PROHIBITS DISCRIMINATION AGAINST INDIVIDUALS WITH PHYSICAL AND MENTAL DISABILITIES.**

### **DISABILITY(Divyangjan):**

▶ 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.

### **QUALIFIED PERSON WITH DISABILITY:**

▶ The expression "**Qualified individual with a disability**" alludes to a person with a disability who is qualified to participate in any given institute program or activity. With regard to enrolment, a certified individual with a disability must fulfill the scholastic guidelines required for affirmation and meet the scholarly necessities set up for any given course, degree, or certificate program. With respect to employment, training, work assignments, and promotion, a qualified individual with a disability must be able to perform the minimum essential functions of the job. However relaxation shall be allowed as per the Government rules

### **CONSTITUTIONAL GUIDELINES:**

▶ The Constitution of India ensures equality, freedom, justice and dignity of all individuals and implicitly mandates an inclusive society for all including persons with disabilities. In the recent years, there have been vast and positive changes in the perception of the society towards persons with disabilities. It has been realized that a majority of persons with disabilities can lead a better quality of life if they have equal opportunities and effective access to rehabilitation measures.

## THE COLLEGE POLICY:

- ▶ The earlier emphasis on medical rehabilitation has now been replaced by an emphasis on social rehabilitation for the disabled. There has been an increasing recognition of abilities of persons with disabilities and emphasis on mainstreaming them in the society based on their capabilities. The college particularly plays a very important role in this aspect. Although the percentage of disabled persons is very less the college makes adequate arrangements and offers facilities to the students who are disabled in any way. The college is against all kinds of discrimination on any grounds including disability. It follows the legislation by the constitution of India in which persons with disability must be given equal opportunities, have protection rights and be allowed full participation any activity. The college is committed to provide education, employment and create a barrier free environment for all. All the faculty & staff members of the institute shall strive to extend a helping hand towards the differently abled so as to make sure that they benefit from the courses, administrations and activities. Disability sensitization sessions to be a part of the students and Employee induction programme.

## OBJECTIVES OF THE POLICY:

- ▶ To provide accessible and inclusive education at the college.
- ▶ To create a culture that is inclusive, non-discriminatory, non-exploitative for all in all spheres of work and education.
- ▶ To create suitable and robust regulatory mechanism for effective delivery of services for disabled students and Staff of the college.
- ▶ To ensure implementation of all legislations with respect to persons with disabilities.
- ▶ To ensure full participation of persons with disabilities in all activities of the college and to provide them the equal opportunities for development
- ▶ Facilities are provided time to time as per government rules.
- ▶ To ensure the awareness programmes for all the teachers and non teaching staff regarding the issues of accessibility.

## THE COLLEGE SHALL PROVIDE THE FOLLOWING SUPPORT FOR THE DISABLED STUDENTS:

### ▶ Admission:

- A person who has been certified by a recognised agency for his/her disability is given admission through a reservation policy. Admission policy of the Institute offers 5% reservation for persons with disabilities in all the courses offered by Institute. The institute will ensure the representation of all the types of disabilities listed in Rights of Persons with Disabilities 2016 (Section 16 PWD Act 2016) and as per government regulations from time to time.

### ▶ The Placement cell:

- shall provide support to the students with disability and assist them in getting appropriate employment after their studies. A counselor-cum- placement officer shall be appointed for further guidance.

- ▶ Students interested in **Sports** will be given special coaching.

➤ **Examination Policy:**

- Sensible convenience will be made to meet the necessities of the considerable number of Students with disabilities. The guidelines and regulations have been issued by the examination department for use scribe in exams. The visually impaired students will be provided with scribes to write their exams.

➤ The college shall provide **Counseling** for the students with disabilities on the types of courses they can study at the **higher education**.

➤ Assess the **Educational needs** of persons with disabilities enrolled in the higher education.

➤ Conduct **Awareness programs for teachers** about the approaches to teaching, evaluation procedures, etc, which they should adapt in the case of students with disability.

➤ Provide support to the students with disability and assist them in getting **appropriate Employment** after their studies.

➤ Conduct regular **Remedial Coaching Classes** for persons with disabilities.

➤ **Accessibility:**

- Providing access means making all the institutional services, activities and the benefits thereof, fully available to qualified people with disabilities. The college shall provide various provisions in creating a disabled friendly campus. The campus should be barrier free and accessible for persons differently-abled.

➤ **Library facilities:**

- To provide accessible textbooks and study material to all students with disabilities.

- To ensure that web services are compliant to National and International accessibility standards and regulations such as Web content Accessibility Guidelines WCAG with appropriate version and Government of India Guidelines for Web accessibility.

- Audio Books

- Web accessibility

➤ Ramps are made to ensure free movement of the students, employees and visitors.

➤ Special Toilet is available in an easy access area for students, employees and visitors

➤ Wheel chairs are provided for disabled students in the campus.