



POLICY FOR PERSONS WITH DISABILITIES (DIVYANG)

1.1 Preamble

The Institution is committed to ensuring full accessibility, reasonable accommodation, equal opportunity, and non-discrimination for persons with disabilities (PwD), hereinafter referred to as "Divyang persons," in accordance with the Rights of Persons with Disabilities Act, 2016, and relevant guidelines issued by statutory and regulatory bodies. This Policy establishes the framework for creating an inclusive academic and administrative environment that enhances participation, dignity, independence, and equity for all Divyang stakeholders.

1.2 Objectives

This Policy aims to:

- Provide barrier-free physical, academic, and digital access
- Facilitate reasonable accommodation and support services
- Promote participation of Divyang students and staff in all institutional activities
- Establish a Divyang Support Cell with defined roles and responsibilities
- Ensure compliance with statutory norms, regulatory standards, and accessibility guidelines
- Create a sensitized campus culture that respects and supports persons with disabilities

1.3 Scope and Applicability

This Policy is applicable to:

- All Divyang students, faculty, and staff of the Institution
- Applicants seeking admission or employment
- Visitors and stakeholders requiring accessibility support
- All academic, administrative, co-curricular, and extra-curricular functions

1.4 Definitions

For the purpose of this Policy:

- Divyang / PwD:** As defined under the Rights of Persons with Disabilities Act, 2016
- Reasonable Accommodation:** Necessary and appropriate modification without imposing disproportionate burden
- Accessibility:** Environment usable by all without discrimination
- Scribe / Reader / Lab Assistant:** Support persons approved as per statutory guidelines





1.5 Institutional Commitments

The Institution shall:

- Ensure barrier-free physical access to buildings, classrooms, laboratories, toilets, corridors, and recreational spaces
- Provide accessible digital platforms, online forms, and learning resources
- Facilitate assistive technologies, including screen readers, magnifiers, and hearing support devices
- Allow the use of scribes, extra time, and any approved examination accommodations
- Provide academic support, mentoring, and counselling services
- Ensure non-discrimination in admission, employment, evaluation, and campus life
- Conduct periodic accessibility audits and implement corrective measures

1.6 Divyang Support Cell (DSC)

3.6.1 Constitution

The Institution shall establish a **Divyang Support Cell**, comprising:

- Chairperson (Senior Faculty Member)
- Coordinator (Staff Member)
- One faculty representative
- One administrative representative
- One counsellor/psychologist
- Student representative (where applicable)

Tenure: **Three years**, unless otherwise notified.

1.6.2 Functions

The DSC shall:

- Facilitate reasonable accommodations and accessibility support
- Maintain records of Divyang students and their support requirements
- Recommend infrastructural modifications and assistive devices
- Process examination accommodation requests
- Conduct sensitization programmes for faculty, staff, and students
- Coordinate accessibility audits and compliance reports
- Address grievances related to accessibility or discrimination





1.7 Academic and Examination Accommodations

The Institution shall provide, as applicable:

- Extra time for examinations
- Scribes, readers, or lab assistants
- Accessible examination rooms
- Assistive technologies
- Alternative evaluation formats where applicable
- Priority seating in classrooms and transport
- Flexibility in attendance where disability-related needs arise

All accommodations shall follow due verification and documentation.

1.8 Physical and Digital Accessibility

The Institution shall progressively ensure:

- Ramps, handrails, and accessible toilets
- Signage with high-contrast and tactile elements
- Wheelchair-accessible entry points
- Accessible library counters and reading spaces
- Screen reader-friendly learning management systems
- Closed-captioned video content, where applicable

1.9 Awareness and Sensitization

The Institution shall conduct:

- Orientation programmes for newly admitted students
- Sensitization workshops for faculty and staff
- Awareness activities promoting empathy and inclusion
- Training in the use of assistive technologies

1.10 Monitoring and Review

- DSC shall submit an **Annual Accessibility Report**
- Policy shall be reviewed **biennially** or as per statutory updates

