



DNYAN PRABHODINI MANDAL'S
SHREE MALLIKARJUN COLLEGE
OF
ARTS & COMMERCE
DELEM-CANACONA



(2020-21)

POLICY ON DIFFERENTELY ABLED

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TABLE OF CONTENTS

SNO	TOPIC	PAGES
1.	Foreword	3
2.	Policy for persons with disabilities	4
3.	Objectives of the policy	4
4.	Disability	4
5.	Qualified person with disability	5
6.	Accessibility policy	5
7.	Exam policy	6
8.	Accessibility and access audit for persons with disabilities	6

FOREWORD

Established in 1993 the SM&SCMC is making gender issues continuously important as captured in its strategic objectives. Our efforts are well recognized and have borne good fruits gender has been initiated to curb the imbalances among students and staff in terms of student enrollment, employment and retention. Procedures and policies have responded to gender sensitivity positively and the process is on-going.

This policy has come at an opportune moment when gender concerns have been recognized as important topical issues on the development agenda at National, Regional and International levels, including in that of the UN Milenium Development Goals.

Gender equality and equity is at the center of SM&SCMC objectives and functions. It aims at ensuring both woman and men (Staff and Students) are considered equal and treated equally in terms of dignity and rights. We at SM&SCMC are committed to working towards non-discrimination of any kind and particularly those based on ones sex.

This Gender policy provides guidelines and frameworks for promoting gender equality and goes hand in glove with other policies in the country such as the New Education Policy 2020, the National Woman Development and the Gender Policy in Higher Education. It is expected that this policy will act as a guide for all the processes, policies, procedures and practices of our institution.



Prof Dr. Manoj S. kamat

Principal



1. POLICY FOR PERSONS WITH DISABILITIES

Right of Persons with Disabilities Act, 2016 prohibits discrimination against individuals with physical and mental disabilities. Shree Mallikarjun & Shri Chetan Manju Desai College is against all kinds of discrimination on any grounds including disability.

Shree Mallikarjun & Shri Chetan Manju Desai college intend to advance a comprehensive and inclusive teaching and learning environment in which incapacitated students and employees are not distraught or treated unfavorably.

The institute aims to design its programs, administrations, and activities accessible to the students. All the authorities of the institute are striving in order to extending a helping hand towards the differently abled so as to make sure about the Benefits of grounds programs, administrations, and activities. These guidelines apply to all the Institute Faculty and staff.

2. 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 and Staff of the institute
- ❖ To ensure implementation of all legislations with respect to persons with disabilities.
- ❖ To provide accessible and inclusive education at the Institute.
- ❖ 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.

3. DISABILITY

Disability for the purpose of this Policy 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.

3 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.

4.ACCESSIBILITY POLICY:

Providing access means making all the University services, activities and the benefits there of, fully available to qualified people with disabilities. The institute should provide various provisions in creating a disabled friendly campus. The institute administration and faculty members should ensure appropriate/reasonable accommodations for each person with a disability, and be willing to resolve access problems. The 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, physical infrastructure and activities must be accessible.
- ❖ To provide accessible textbooks and study material to all students with disabilities.
- ❖ To ensure the awareness programme for all the teachers and non-teaching staff regarding the issues of accessibility.
- ❖ To ensure that web services are compliant to National and international accessibility standards and regulations such as Web content Accessibility.
- ❖ Admission policy of the Institute offers 5% reservation for persons with disabilities in all the courses offered by Institute.

5.EXAM POLICY

SM & SCMC will make reasonable changes in the educational plan and assessment framework to meet the particular needs of students with disabilities. 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 disabled persons with psycho-motoric disorders will be given the benefit of a SCRIBE for answering exams, while all others shall be provided with extra 15 minutes of Reading-time in addition to the maximum no. of writing hours during the exams.

6.ACCESSIBILITY AND ACCESS AUDIT FOR PERSONS WITH DISABILITIES

Facilities available for Employee and students

- ❖ Ramps and Toilets
- ❖ Facilities are provided time to time as per government rules.
- ❖ Disability sensitization sessions are part of the students and Employee induction programmed.
- ❖ Staff are trained to assist persons with disabilities, including persons with learning disabilities
- ❖ Audio Books

The institution has disabled friendly, barrier free environment.



