



## Policy for Divyangjan (for Persons with Disabilities)

*“Never bend your head. Hold it high. Look the world straight in the eye.” — Helen Keller*

### **Introduction:**

Kisan Veer Mahavidyalaya, Wai strictly abides by the **Rights of Persons with Disabilities Act, 2016** that prohibits discrimination against individuals with physical and mental disabilities.

[https://www.indiacode.nic.in/bitstream/123456789/15939/1/the\\_rights\\_of\\_persons\\_with\\_disabilities\\_act%2C\\_2016.pdf](https://www.indiacode.nic.in/bitstream/123456789/15939/1/the_rights_of_persons_with_disabilities_act%2C_2016.pdf)

### **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, facilities 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 are a part of the students and employee induction programme.

## **OBJECTIVES OF THE POLICY**

The objectives of the policy are:

- To provide accessible and inclusive education at the college.
- To create a culture that is inclusive, non-discriminatory, and 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.



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- 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 recognized 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.
- **Exam 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.



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- Conduct **Awareness programs for teachers** about the approaches to teaching, evaluation procedures, etc. which they should adapt in the case of students with disability.
- 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 the differently-abled students.
- **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
  - Braille books available
- **Other facilities to be made available for Employees, Students & Visitors:**
  - Ramps are made to ensure free movement of the students, employees and visitors.
  - Toilets special Toilet is available in an easy access area for students, employees and visitors
  - Wheel chairs are provided for disabled students in the campus.
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**Concessions to Physically and Mentally Handicapped Candidates**

S. N.	Category	Concessions/Benefits	Conditions
1	Physically	Extra time of 15 minutes	Application to be



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	Challenged Candidates with a permanent nature of disability who are unable to move their hands freely and write with normal speed	per hour for all Semester Examination of the entire programme.	accompanied by a medical certificate issued from Govt. Medical Board with photograph of the candidate showing the actual handicap duly attested by the specialist concerned
2	Physically challenged candidates (due to Spastic Cerebral Palsy) Suffering from physical disability which is of a permanent nature, characterized by total inability to move their hands and thus unable to write on their own	Service of a scribe and benefit of extension of time of 15 minutes per hour for writing answers during Semester Examinations. OR Use of Computer to students with writing disabilities who cannot write with their hands and benefit of extension of time of 15 minutes per hour for writing answers during Semester Examinations.	On production of a certificate to that effect from a Govt. Medical Board along with a photograph of the candidate showing the actual handicap attested by the specialist concerned
3	Partially blind candidate having visual standards from 20% to 50% (i.e., a disability of 50% to 80%)	Extra time of 30 minutes to answer each paper of 3 hours duration with proportionate reduction for papers of shorter duration	Certificate from a competent medical board specifying the percentage of disability
4	Blind Candidates having visual standards from 1% to	i. Extra time of 45 minutes to answer each paper of 3 hours duration with	Certificate from a competent medical board specifying the percentage of



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	19% (i.e., a disability of 81 % to 100%)	proportionate reduction for paper of shorter duration ii. Benefit of a Scribe to write the examination. iii. Exemption from the payment of examination fee for all Semester Examinations including supplementary and improvement examinations.	disability
5	Mentally challenged candidates having a disability of 40% or more	i. Services of an interpreter/Scribe ii. Grace marks@25% of the total marks for theory papers, irrespective of the percentage of disability. iii. Use of computers iv. Benefit of extension of time of 15 minutes per hour for writing answers during End Semester Examination.	Certificate from a competent medical board specifying the percentage of disability
6	Deaf dumb candidates having a disability of 40% or above (applicable to hearing impaired candidates with disability of 70% and above , or congenitally deaf or hearing lost in	i. Exemption from writing the second language examination ii. 25% grace marks/10 grace grade points (as applicable) iii. Services of an interpreter	Certificate from a competent medical board specifying the percentage of disability



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	childhood before the ability to speak is acquired)		
7	Dyslexia (Learning Disorder) candidates	i. Exemption from writing the second language examination ii. 25% grace marks/10 grace grade points (as applicable)	Certificate from a competent medical board specifying the percentage of disability

Concessions can also be extended to the candidates having multiple handicaps on producing the medical certificate specifically in respect of any particular handicap for which maximum benefits can be claimed.

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