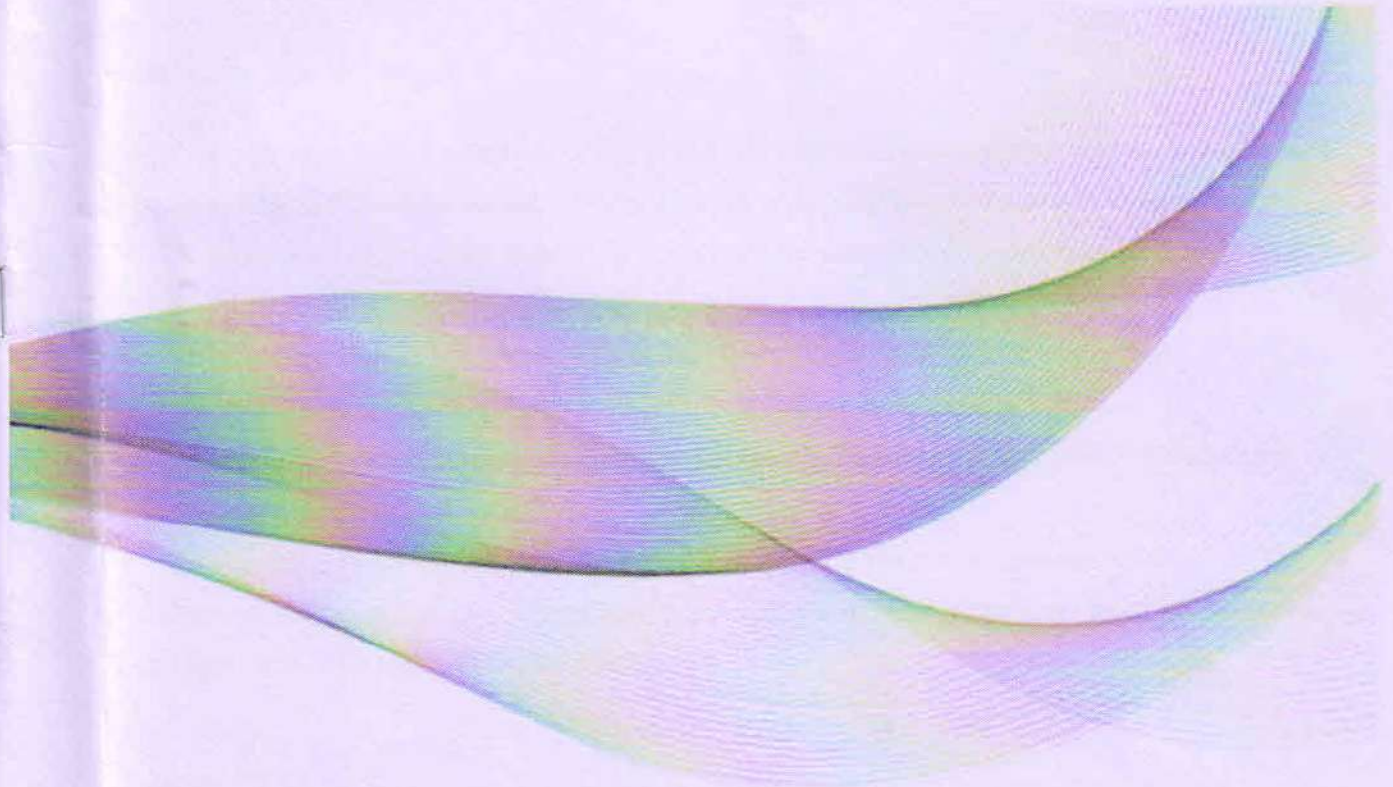




# **DIVYANGJAN POLICY**

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



**GOVERNMENT AUTONOMOUS COLLEGE, ROURKELA**

(Affiliated to Sambalpur University, Odisha, Accredited by NAAC - 'B' Grade)

E-Mail ID: [principalgacr@gmail.com](mailto:principalgacr@gmail.com), website: [www.gacrkl.ac.in](http://www.gacrkl.ac.in)

## 1. POLICY FOR PERSONS WITH DISABILITIES

Discrimination against people with mental and physical disabilities is illegal under the 2016 Right of Persons with Disabilities Act. The Government Autonomous College in Rourkela opposes discrimination of any form, including that based on a disability. The mission of Government Autonomous College, Rourkela is to promote an all-encompassing, inclusive teaching and learning environment free from discrimination and distress for differently abled staff members and students. The institute strives to make all of its activities, administrations, and programmes student-accessible. To ensure that the benefits of the grounds administration, activities, and programmes are known, all of the institute's authorities are working hard to reach out and assist the differently abled. All faculty and staff at the Institute are subject to these norms.

## 2. OBJECTIVES OF THE POLICY

- ❖ To foster an inclusive culture in order to prevent prejudice, mistreatment and exclusion of staff members and students with disabilities from all areas of employment and education.
- ❖ To provide an appropriate regulatory framework for the efficient provision of services to the institute's disabled staff and students
- ❖ To guarantee that all laws pertaining to people with disabilities are implemented.
- ❖ To offer comprehensive and easily accessible education at the institute.
- ❖ To guarantee the full involvement of individuals with disabilities and to offer them equitable chances for personal growth.
- ❖ To allocate the appropriate funds in order to accomplish the aforementioned goals.
- ❖ The definitions of the terminology used in the policy are found in the first chapter of the 2016 Rights of Persons with Disabilities Act.

## 3. DISABILITY

Mobility, vision, and hearing impairments are examples of motor and sensory limits that fall under the umbrella category of disability. The term "disability" also encompasses invisible disabilities such as learning disabilities, heart disease, diabetes, asthma, arthritis, epilepsy, acquired brain injuries (ABI), acquired immune deficiency syndrome (AIDS) and psychological and emotional disorders. It also includes disabilities resulting from chronic illnesses and syndromes. Since the degree and nature of many disabilities varies, so too must accommodations, which should be customised to meet the needs of each individual.



#### 4. QUALIFIED PERSON WITH DISABILITY

The phrase "qualified individual with a disability" refers to a disabled person who meets the requirements to take part in a particular programme or activity offered by the institute. When it comes to enrollment, a qualified person with a disability must satisfy the academic requirements for verification as well as the requirements specific to the course, degree, or certificate programme.

For employment, training, assignments, and advancement, a qualified person with a disability must be able to carry out the minimally necessary tasks of the position.

But restraint is permitted in accordance with government regulations.

#### 5. ENABLING UNITS FOR PERSONS WITH DISABILITIES:

A resource facility for comprehensive education for those with disabilities has been built on campus by GACR. For those with disabilities, this centre will serve as an enabling unit. The coordinator who integrates the enabling unit will be chosen by the principal. A counsellor/placement officer will be assigned to the unit from among the university's faculty members.

Given the diverse roles and responsibilities of the unit, the institute will supply the necessary support staff.

The unit will administer college policy for people with disabilities in conjunction with the expert committee for people with disabilities.

The resource centre, also known as the enabling unit, will primarily perform the following duties: Provide guidance to disabled students regarding the kinds of courses they can enroll in for higher education.

Ensuring that as many students with disabilities are admitted under the open quota system. Orders concerning examination methods, reservation policies, fee reductions, and other matters, pertaining to people with disabilities in accordance with government regulations that are periodically updated.

Evaluating the needs for education of people with disabilities who are enrolled in post-secondary education. Holding awareness campaigns to educate educators on the methods of instruction, processes of assessment and other aspects of teaching that they need modify when working with children who have disabilities.

Offering assistance to students with disabilities and helping them secure suitable jobs upon graduation.

Organising frequent Remedial Coaching Sessions for those with impairments.



## 6. ACCESSIBILITY POLICY:

Making all college services, events and associated perks fully accessible to eligible individuals with disabilities is known as providing access. The college should provide a number of accommodations to make the campus accessible to people with disabilities. It is the responsibility of the faculty and administration of the institute to make reasonable accommodations for all individuals with disabilities and to assist in resolving any issues related to access. People with disabilities should be able to enter the campus without any barriers.

The following principles of accessibility will be strictly observed:

- ❖ Every UG and PG activity and programme needs to be easily accessible.
- ❖ To make study materials and textbooks accessible to all students with impairments.
- ❖ To guarantee that all instructors and non-teaching staff members participate in accessibility awareness initiatives.
- ❖ To guarantee that web services adhere to both National and International accessibility guidelines and standards, such as the Government of India's Web accessibility guidelines and the Web content accessibility guidelines (WCAG) in their relevant edition.
- ❖ The Institute's admission policy provides a 5% reservation for individuals with impairments in all of the courses the Institute offers. The institute will guarantee that every category of disability specified in the Rights of Persons with Disabilities 2016 is represented, as well as compliance with any new government legislation.

## 7. EXAM POLICY

To accommodate the unique needs of students with disabilities, GACR will adapt the educational plan and assessment framework in a way that is appropriate. A fair amount of convenience will be provided to accommodate the needs of the sizable population of students with impairments. The examination department has released the rules and guidelines on the employment of scribes in exams.



## 8. ACCESSIBILITY AND ACCESS AUDIT FOR PERSONS WITH DISABILITIES

### Facilities available for Employee and students

- ❖ Toilets and Ramps
- ❖ Government regulations govern the provision of facilities on a periodic basis.
- ❖ Part of the introduction programme for students and employees includes disability sensitivity seminars.
- ❖ Employees receive training on helping people with disabilities, such as those with learning problems.

The facility is barrier-free and handicapped-friendly.



Principal  
Govt. Auto. College,  
Rourkela