



DIVYANGJAN POLICY (FOR PERSONS WITH DISABILITIES)

Policy Document for the Disabled Friendly Environment

The policy for the Disabled-Friendly Environment of Sheth C. D. Barfiwala College of Commerce, Surat is in accordance with the Right of Persons with Disabilities Act, 2016 that prohibits discrimination against individuals with physical and mental disabilities. The college is against all kinds of discriminations on any grounds including disability. The college intends to advance a comprehensive and inclusive teaching and learning environment in which incapacitated students, or any employees are not distraught or treated unfavorably. The college ensures to design its programs, administration, and activities accessible to all the students and staff including the differently-abled. It always strives to provide a helping hand towards the differently abled.

Objectives of the Policy

1. To create Inclusive Culture to avoid discrimination, exploitation and exclusion of the Disable Students and Staff in all spheres of work and education.
2. To create suitable regulatory mechanism for the effective delivery of services to the Disable Students and Staff.
3. To ensure implementation of all legislations with respect to persons with disabilities.
4. To provide accessible and inclusive education.
5. To ensure full participation of persons with disabilities and to provide them the equal opportunities for development.

The terms used in the policy have meaning mentioned in chapter I of the Rights of the Persons with Disability Act 2016.

- **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 UG/PG/Research program or activity.

1. With regard to enrolment, a certified individual with a disability must fulfil the scholastic guidelines required for affirmation and meet the scholarly necessities set up for any given course, degree, or certificate program.

2. 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.

The Responsibility of the College:

The college will be responsible to provide the following facilities to the Differently-abled:

- Providing counselling for the students with disabilities on the types of courses they can study at the higher education.
- Ensuring the admission of as many students with disabilities as possible through the open quota.
- Collection of orders dealing with fee concessions, examination procedures, reservation policies, etc., referring to persons with disabilities as per the government policies from time to time.
- Assessing the educational needs of persons with disabilities enrolled in the higher education.
- Conducting awareness programs for teachers about the approaches to teaching, evaluation procedures, etc, which they should adapt in the case of students with disability.
- Providing support to the students with disability and assist them in getting appropriate employment after their studies.
- Conducting regular Remedial Coaching Classes for persons with disabilities.
- To encourage the differently-abled students to participate in Games and sports.
- To encouraged the visually-challenged students to make use of the 'Special Section for the Visually-Challenged' for acquiring knowledge through E-Learning.

Accessibility Policy:



Providing access means making all the services, activities and the benefits thereof, fully available to the qualified people with disabilities. The College should provide various provisions in creating a disabled friendly campus. The management 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. For this, Ramps and Railings at appropriate places should be constructed.

The following principles of accessibility will be strictly observed:

- All UG and PG programs and activities must be accessible.
- To provide accessible textbooks and study material to all students with disabilities.
- To ensure the awareness programmes for all the teachers and non-teaching staff regarding the issues of accessibility. Examination Policy:

The college ensures the sensible convenience to meet with the necessities of the students with disabilities. A separate seating arrangement and use of scribe in the examinations is permitted as per the University guidelines.

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**PRINCIPAL
SHEETH C. D. BARFIWALA
COLLEGE OF COMMERCE, SURAT**