



ST FRANCIS DE SALES COLLEGE

Graded 'A' by NAAC || Affiliated to Bangalore University
Electronics City Post, Bengaluru - 560 100 || www.sfscollege.in

COLLEGE POLICY FOR DIVYANGAN - PERSONS WITH DISABILITIES

For inclusion of PWDs in HEI's and to provide the facilities to Persons with Disabilities under UGC Scheme, it was decided to frame the Desalite Policy for Persons with Disabilities. A Committee is formed for drafting a policy for PWDs. The policy was submitted to the management council for final approval. The policy is drafted as follows:

I. Introduction:

Rights of Persons with Disabilities Act, 2016 prohibits discrimination against individuals with physical and mental disabilities. SFS College is against all kinds of discrimination on any grounds including disability. The aim of the college is to promote an inclusive learning, teaching and working environment in which disabled students and staff are not disadvantaged or treated unfavourably. The college aims to create each of its programs, services and activities usable and accessible to all persons with disabilities. All the stakeholders of SFS College, share the responsibility for helping people with disabilities to secure the benefits of campus programs, services, and activities. These guidelines apply to all faculty and staff.

II. Objectives of the Policy

1. To create Inclusive Culture, to avoid discrimination, exploitation and exclusion of Disabled Students and Staff from all spheres of work and education.
2. To create a suitable regulatory mechanism for effective delivery of services to Disabled Students and Staff in affiliated colleges, recognized institutions and research centres.
3. To ensure the implementation of all legislation for persons with disabilities.
4. To provide accessible and inclusive education for affiliated colleges, recognized institutions and research centres.

5. To ensure full participation of persons with disabilities and to provide them equal opportunities for development.

The meaning of the terms mentioned in Chapter 1 pertaining to the rights of the persons with disability Act 2016.

A. Disability

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 incorporated in the term disability. Countless disabilities vary in degree and type of limitation; therefore, accommodations must also vary and should be modified to the needs of the individual.

B. Qualified Person with Disability

The term "qualified person with a disability" refers to an individual with a disability who is qualified to participate in any given university program or activity.

1. For enrolment, a qualified person with a disability must satisfy the academic standards required for admission and meet the academic requirements established for any given course, degree, or certificate program.
2. For employment, training, work assignments, and promotion, a qualified individual with a disability must be able to perform the minimum essential functions of the job.
3. However, relaxation shall be allowed as per the Government rules.

C. Aims:

1. To address all disability related issues in college.
2. To ensure overall accessibility for persons with disabilities in the entire college.
3. To guide activities of the enabling units or resource centre by providing expert suggestions.

4. To resolve major grievances about any matter of persons with disabilities.

D. Provisions under the policy

1. To provide counseling to students with disabilities on the types of courses they can study at the higher education institutions.

2. To ensure admission of as many students with disabilities as possible through the open quota and also through the reservation meant for them.

3. To collect orders dealing with fee concessions, examination procedures, reservation policies, etc., pertaining to persons with disabilities as per the government policies from time to time.

4. To assess the educational needs of persons with disabilities enrolled in higher education institutions to determine the types of assistive devices to be procured.

5. To conduct awareness programs for teachers of the affiliated colleges & institutions about the approaches to teaching, evaluation procedures, etc, which they should adopt in the case of students with disabilities.

6. To provide support to the students with disabilities and assist them in getting appropriate employment when desired by them after their studies.

7. To inculcate skills for entrepreneurship development.

8. To celebrate important days on disability such as the International day for persons with disabilities, Braille Day and White Cane Day to create awareness about the capabilities of persons with disabilities.

9. To motivate alumnae upon raising funds for scholarships.

10. To organize Remedial Coaching Classes for persons with disabilities.

Facilities available for DIVYANGAN:

1. Medical Center: There is a provision of first aid/medical room with all the facilities required

for medical assistance. The college has arranged for a part-time doctor and a house nurse. An MOU is signed with Vimalalaya multispeciality hospital located at a distance of less than half a kilometre to cater to the needs for extended medical treatment. Medical equipment such as Stretcher, BP monitoring machine, weighing scale and other first aid medicines are made available in the medical center.

2. Ramps, Rails, and lift .The college has ramp facilities for the differently abled students. The wheelchairs can be taken directly to the lift using these ramps.

3. Rest Rooms: Separate toilets are available for people with disabilities. They are identifiable and accessible. The doors are wide enough and lockable from inside and releasable from outside. There is enough manoeuvring space inside. All floor surfaces are slip - resistant. Mirrors, flushing arrangements, dispensers are mounted at appropriate heights. Every floor has a restroom allotted for differently abled students.

4. Scribes for Examination:

The college will provide or allow the differently abled students to take the help of scribes in the examination. As per the Government Circular ED 5 UNE 2004, dated 5.3.2004 and ED 5 UNE 2004, dated 22.3.2004, the following guidelines are to be strictly followed:

- a) The blind student may select the scribe
- b) The scribe need not qualify lower than that of the student, provided that the scribe should not qualify (with the same option and languages) about the examinations, which the student is writing (for ex: a student who has completed B.A. or M.A. can be a scribe for the student who is taking B. Sc. Examinations).
- c) A physically disabled/blind/hearing impaired candidate and the scribes for such a candidate shall be allowed an extra time of 20 minutes per hour.
- d) As the hearing impaired students are having language problems, possibilities of grammar mistakes, mistakes in building the sentences are there. Hence, the answer papers shall be identified separately and evaluated with additional care.

5. Braille Software/facilities: The differently abled students are provided the facility of the

Braille Software to develop their skills. The college helps them to develop their language and other skills through the Braille Software.

- 6. Audio books/content :** Audio recordings of the classes are provided to visually challenged students.

If any question arises relating to the interpretation of this Policy, it shall be referred to the MANAGEMENT whose decision shall be final.

The Divyangan Policy was approved in the Governing Body meeting of St. Francis de Sales Educational and Charitable trust on 06.06.2017.

Date: 06.06.2017

Place: Electronic City, Bangalore – 560100



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