



SUNDARBAN HAZI DESARAT COLLEGE

POLICY FOR PERSONS WITH DISABILITIES

It does not matter how slowly you go as long as you do not stop.

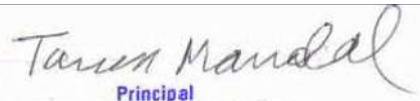
Confucius

Disability includes mental and physical disability with motor and sensory limitations. Over 1 billion people – about 15% of the global population – currently experience disability, and this number is increasing due in part to population ageing and an increase in the prevalence of noncommunicable diseases. Many disabilities vary in degree and type of limitation; therefore, accommodations must also vary and should be tailored to the needs of the individual. People with disability are disproportionately affected during the COVID-19 pandemic. When people with disability access health care, education and employment they often experience stigma and discrimination, and receive poor quality services. Inaccessible environments create barriers that often hinder the full and effective participation of persons with disabilities in society on an equal basis with others. Progress on improving social participation can be made by addressing these barriers and facilitating persons with disabilities in their day to day lives.

Sundarban Hazi Desarat College is in opposition to all forms of discrimination on any grounds which includes incapacity consistent with the right of Persons with Disabilities Act, 2016 prohibits discrimination in opposition to people with physical and mental disability to make a complete and inclusive teaching and learning environment wherein incapacitated college students and employees are not distraught or handled unfavourably. The institute targets to layout its programs, administrations, and sports reachable to all the students, teachers, and non-teaching staffs. Other than its own employees the institution is responsible and conducts outreach programmes to cater the needs of disable persons in the community. However, there is no one-size-fits-all solution for students with disabilities. Still we are striving to become consistent to provide our widespread resources and accommodations to reach the students with special needs.

OBJECTIVES OF THE POLICY

- ☐ To create Inclusive and comprehensive culture to avoid discrimination, exploitation and exclusion of Disable Students and Staff from all spheres of work and education.
- ☐ To create **appropriate** regulatory mechanism to facilitate effective delivery of service to Disable Students and Staff of the institute
- ☐ To ensure proper execution of all legislations with respect to persons with disabilities.
- ☐ To provide accessible and inclusive education at the institute.


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- ☐ To ensure full participation of persons with disabilities and to provide them the equal opportunities for development in all sphere of the curriculum and extra-curricular activities.
- ☐ To cater the needs of disable persons in the community.
- ☐ To provide necessary budget allocation to achieve above objectives.

We, the undersigned, on behalf of SUNDARBAN HAZI DESARAT COLLEGE, adopt and pledge to maintain the following policy for the differently-abled students/staff or support staff of the college.

1. ACCESSIBILITY POLICY:

Providing access means making all the University services, activities and the benefits thereof, fully available to qualified people with disabilities. The institute should provide various provisions increasing a disabled friendly campus. The institute administration and faculty members should ensure appropriate/reasonable accommodations for each person with a disability, and should be willing to resolve access problems. The campus should be barrier free and accessible for persons with differently able.

2. ACCESSIBILITY FOR PERSONS WITH DISABILITIES:

Facilities available for Employee and students

Under the project “**Sudhachandran**” we provide questionnaire to the specially-abled students and employees to understand and address their needs and to provide appropriate care for them. Based on their response we have already tried to provide following facilities in our campus:

- ☐ Ramps and Toilets in college and hostel
- ☐ Two-Wheeler is provided for teacher and staff based on fifty percent concession.
- ☐ Facilities are provided time to time as per government rules.
- ☐ College website is accessible for visually impaired students.
- ☐ Disability sensitization sessions are part of the students and Employee induction programme.
- ☐ Staff are trained to assist persons with disabilities, including persons with learning disabilities
- ☐ Audio Books

The institution has disabled friendly, barrier free environment with Non-Discrimination Policy

- To provide counselling to differently - abled students on the types of courses they could study at the higher education institutions.


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- To ensure admission of as many differently-abled students as possible through the open quota and also through the reservation meant for them.
- To gather orders dealing with fee concessions, examination procedures, reservation, policies, etc., pertaining to differently-abled persons.
- To assess the educational needs of differently abled persons enrolled in the higher education institutes to determine the types of assistive devices to be procured.
- To provide additional exam time, classroom note-taking assistants, personal attention from faculty, learning strategy and study skill help, alternative exam formats, and adaptive technology.
- Enabling unit of expert committee of enabling unit to provide counselling for students and the staff of the institute
- 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.
- Conducting regular Remedial Coaching Classes for persons with disabilities.
- To conduct awareness programmes for teachers of the institute about the approaches to teaching, evaluation procedures, etc, which they should address in the case of differently-abled students.
- To study the aptitude of differently-abled students and assist them in getting appropriate employment when desired by them after their studies.
- To celebrate important days pertaining to disability such as the World Disabled Day in the institute and also in the neighbourhood in order to create awareness about the capabilities of differently-abled persons.
- To organise sports and cultural events specially meant for the persons with disabilities
- To help persons with disabilities in accessing different facilities at college at computer centre, library, toilets by means of the support from specially trained professionals for this job
- To ensure medical facilities in case of emergency
- To promote a vibrant feedback system (both online and offline – tailor-made for the persons with disabilities) which ensures speedy grievance redresses and arrangement for any special emergency services
- To arrange regular consultations and assistance from NGOs/ medical practitioners working with differently abled so that any need can be addressed in timely and appropriate manner fitted for the persons in need.
- To prepare annual reports with case histories and placement of differently-abled persons who are benefited by our institute.

Tarun Mandal
Principal
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