

## **GURU GOBIND SINGH KHALSA COLLEGE SARHALI**

### **Policy Document for the Disabled Friendly Environment**

The policy for the Disabled-Friendly Environment of Guru Gobind Singh Khalsa College, Sarnali 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 any kind of discrimination including disability. The college intends to provide a comprehensive and inclusive, teaching and learning environment to differently abled students and staff.

#### **OBJECTIVES OF THE POLICY**

- \* To create inclusive culture to avoid discrimination, exploitation and exclusion of disabled students and staff in all spheres of work and education.
- \* To ensure implementation of all legislations with respect to persons with disabilities.
- \* To provide comprehensive and inclusive education.
- \* To ensure full participation of persons with disabilities and to provide equal opportunities for development.

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

**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 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.
3. However relaxation shall be allowed as per the Government rules.

Responsibilities of college:

- \* Providing counselling for the students and encouraging differently abled student to participate in games and sports.
- \* Encouraging differently abled students to participate in co-curricular activities, NSS and NCC.
- \* Ensuring suitable seating arrangement and providing scribe as per the university rules, if required.
- \* Ensuring awareness among teaching and nonteaching staff regarding issues of disability.
- \* Ensuring to provide a disabled friendly campus. Railings and small ramps have been constructed for the purpose. A wheelchair is provided on demand.