



# **DIVYANGJAN POLICY**

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



# **MALLA REDDY COLLEGE OF ENGINEERING & TECHNOLOGY**

**(Autonomous Institution – UGC, Govt. of India)**

**Sponsored by CMR Educational Society**

(Affiliated to JNTUH, Hyderabad, Approved by AICTE - Accredited by NAAC – 'A' Grade - ISO 9001:2015 Certified)

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## **1. POLICY FOR PERSONS WITH DISABILITIES**

Right of Persons with Disabilities Act, 2016 prohibits discrimination against individuals with physical and mental disabilities. Malla Reddy College of Engineering and Technology(MRCET) is against all kinds of discrimination on any grounds including disability. Malla Reddy College of Engineering and Technology(MRCET) intend to advance a comprehensive and inclusive teaching and learning environment in which incapacitated students and employees are not distraught or treated unfavourably. The institute aims to design its programs, administrations, and activities accessible to the students. All the authorities of the institute are striving in order to extending a helping hand towards the differently abled so as to make sure about the Benefits of grounds programs, administrations, and activities. These guidelines apply to all the Institute Faculty and staff.

## **2. OBJECTIVES OF THE POLICY**

- ❖ To create Inclusive Culture to avoid discrimination, exploitation and exclusion of Disable Students and Staff from all spheres of work and education.
- ❖ To create suitable regulatory mechanism for effective delivery of services to Disable Students and Staff of the institute
- ❖ To ensure implementation of all legislations with respect to persons with disabilities.
- ❖ To provide accessible and inclusive education at the institute.
- ❖ To ensure full participation of persons with disabilities and to provide them the equal opportunities for development.
- ❖ To provide necessary budget allocation to achieve above objectives.
- ❖ The terms used in the policy have meaning mentioned in chapter I of the rights of the persons with disability Act 2016.

## **3. 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.

#### **4. 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 institute program or activity.

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

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.

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

MRCET has established resource centre for comprehensive education for people with disabilities in the campus. This centre will be enabling Unit for persons with disabilities. The enabling unit will be integrated by a coordinator who will be nominated by the Principal. A counsellor-cum-placement officer shall be appointed for the unit amongst the faculty members of the university.

Considering the various functions and activities of the unit, required supporting staff shall be provided by institute.

The unit shall work in the coordination with expert committee for persons with disabilities, for implementation of university policy for persons with disabilities.

The major functions of the resource centre or Enabling Unit will be as follows:

Providing counselling for the students with disabilities on the types of courses they can study at the higher education.

Ensuring the admission of the 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.

#### **6. 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 in

creating a disabled friendly campus. The institute administration 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 .

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.
- ❖ To ensure that web services are compliant to National and international accessibility standards and regulations such as Web content Accessibility Guidelines WCAG with appropriate version and Government of India Guidelines for Web accessibility.
- ❖ Admission policy of the Institute offers 5% reservation for persons with disabilities in all the courses offered by Institute. The institute will ensure the representation of all the types of disabilities listed in Rights of Persons with Disabilities 2016 and as per government regulations from time to time.

## **7.EXAM POLICY**

MRCET will make reasonable changes in the educational plan and assessment framework to meet the particular needs of students with disabilities. Sensible convenience will be made to meet the necessities of the considerable number of Students with disabilities. The guidelines and regulations has been issued by the examination department for use scribe in exams.

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

### **Facilities available for Employee and students**

- ❖ Ramps and Toilets
- ❖ Two-Wheeler is provided for teacher and staff on the basis of fifty percent concession. Half hour concession in regular working hours is facilitated to teaching and non teaching staff.
- ❖ Facilities are provided time to time as per government rules.
- ❖ Our 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.

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