



Disable Friendly Policy

Amal College of Advanced Studies, Nilambur

(Accredited with A grade by NAAC)

Shanthigramam, Myladi, Eranhimangad (P.O.) Nilambur. Pin. 679329,

Phone: 04931207055, Email: amalcollege@gmail.com



Introduction

In the pursuit of fostering a truly inclusive and accessible educational environment, Amal college of Advanced studies, Nilambur is proud to introduce our Disabled-Friendly Policy, an embodiment of our commitment to providing equal opportunities for all members of Amal campus community. This policy is evidence to our dedication to breaking down barriers, both physical and social, that may hinder the full participation and success of individuals with disabilities within our institution.

By recognizing the diverse needs of our community members and implementing practical measures, we aim to not only meet legal requirements but also to go beyond compliance to ensure a welcoming and supportive environment for everyone. This policy encompasses a range of initiatives, including physical accessibility enhancements, academic support services, technology accommodations, and awareness programs. It is designed to extend beyond the confines of a document, actively shaping the culture of our institution to one that celebrates diversity, embraces inclusivity, and upholds the dignity and rights of every individual. As we embark on this journey toward creating a Disabled-Friendly Campus, we invite all members of our community to actively engage in this transformative process.

Through the implementation of this policy, we aspire to create a learning environment where everyone feels valued, supported, and empowered to reach their full potential. It is our belief that by prioritizing accessibility and inclusivity, we not only fulfill our commitment to social responsibility but also enrich the overall educational experience for every member of our diverse community. This Disabled-Friendly Policy is more than a set of guidelines; it is a declaration of our institution's dedication to creating an environment that reflects the principles of fairness, equity, and compassion. Together, let us embark on this transformative journey, creating a campus that is not just accessible but genuinely friendly and welcoming to everyone.

Policy Statement

The Government of India formulated the national policy for persons with disabilities in February 2006 which deals with educational rehabilitation of persons with disabilities. Therefore, in view of this, Amal College of Advanced Studies, Nilambur has implemented these policies in the teaching and learning process. The policy states *“It is our commitment to provide inclusive education to differently-abled through nurturing and motivating*



environment, providing equal opportunities to explore their potential and eliminate any kind of stigmatization so that they become competent individuals”. The college has built a disabled friendly environment, taking special care of the problems faced by the differently abled in their independent functioning and make the facilities accessible to differently abled students, staff members and guests who visit Amal campus.

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.

Scope of the Policy

Promoting and instilling values of love, compassion, equality, and justice involves actively addressing social exclusion. This initiative encourages students to be cognizant of the challenges faced by marginalized segments of society. Special emphasis is placed on fostering inclusivity for individuals with disabilities by advocating for the rights and upholding the dignity of each person. In the pursuit of this, we aim to create an environment where love is the guiding principle, compassion is extended to all, and equality and justice form the cornerstone of our collective ethos. By actively addressing issues of social exclusion, we seek to empower our students to become advocates for positive change and champions of inclusivity. The aim is to create a supportive environment and promote the idea of interdependence amongst all. It functions on the motto of holistic accessibility.

Objectives

The objective of the policy is to ensure that Amal college of advanced studies becomes a disabled-friendly institution that is chosen by people with disabilities for its suitable infrastructure, facilities of support and sensitized atmosphere that can help them grow and achieve their dreams. The main objectives are the following

- To create Inclusive Culture to avoid discrimination, exploitation and exclusion of the Disable Students and Staff in all spheres of work and education.

- To create suitable regulatory mechanism for the effective delivery of services to the Disable Students and Staff.
- To ensure implementation of all legislations with respect to persons with disabilities.
- To provide accessible and inclusive education.
- To ensure full participation of persons with disabilities and to provide them the equal opportunities for development.

Process of Policy Formulation

Amal college of advanced studies Nilambur could develop a robust Disabled-Friendly Policy that reflected the values of inclusion, equity, and accessibility, creating an environment where all individuals can thrive. For formulating the policy college established a committee comprising representatives from various stakeholders. This committee will play a key role in drafting and implementing the policy. The committee conducted a thorough needs assessment to understand the specific requirements and challenges faced by individuals with disabilities on campus and drafted the policy document. The committee ensured that the policy aligns with relevant national and international laws and standards. The final copy of the policy was submitted for approval through the appropriate channels to college administration, the governing bodies and college management for formal approval.

Disability

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.
- 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.

The Responsibility of the College

- Providing counseling 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.
- To ensure maintenance of special assistive devices procured and encourage differently-abled persons to use them for enriching their learning experiences.
- Conducting regular Remedial Coaching Classes for persons with disabilities.
- To celebrate important days pertaining to disability in order to create awareness about the capabilities of differently-abled persons.



- To provide all concession during exam as mentioned in University of Calicut order (UO No. -----) stating the concessions in the University examinations to Persons with disabilities as per university rules and regulations.
- 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
- To ensure that the design of the building such as ramp/ lift should be according to the disabled persons.
- Ensure the accessible, gender-sensitive, safe and functional washroom facilities should be provided for disabled persons.
- To ensure the signage such as tactile path, lights, display boards, signposts are present in the campus
- Learners with disabilities need to be supported in and out of the classroom with adequate resources and assistive technology.
- To ensure the accessibility of software tools and technology for the people with disabilities.
- To provide provision for enquiry and information such as Human assistance, reader, scribe, soft copies of reading material, screen reading software are provided in the campus.
- To provide personal mentor for all disabled persons.

Action Plan

1. Policy Dissemination and Awareness:

- Develop and distribute informational materials summarizing the policy.
- Conduct orientation sessions for faculty, staff, and students to explain the key provisions of the policy.
- Utilize campus communication channels (website, newsletters, and social media) to raise awareness.

2. Accessibility Audits

- Conduct a comprehensive accessibility audit of buildings, classrooms, pathways, and digital platforms.
- Document findings and prioritize areas for improvement.
- Establish a regular schedule for ongoing accessibility audits.



3. Physical Infrastructure Modifications

- Implement necessary changes identified in the accessibility audit, such as installing ramps, elevators, and accessible restrooms.
- Ensure all new construction projects adhere to universal design principles.
- Provide tactile and Braille signage where needed.

4. Technology and Information Accessibility

- Conduct an audit of the institution's websites and digital resources for accessibility compliance.
- Implement changes to make websites and online content accessible, including alternative text for images, captioning for videos, and compatibility with screen readers.
- Provide training for content creators on creating accessible materials.

5. Academic Support Services

- Establish a resource center for students with disabilities, providing services such as note-taking assistance, sign language interpreters, and extended exam time.
- Train faculty on inclusive teaching practices and accommodating diverse learning needs.
- Ensure that textbooks and learning materials are available in accessible formats.

6. Inclusive Events and Activities:

- Develop guidelines for organizing inclusive events, considering the diverse needs of participants.
- Provide accessibility features for events, such as sign language interpreters, accessible seating, and alternative formats for event materials.
- Encourage student organizations to adopt inclusive practices in their activities.

7. Reporting Mechanism and Grievance Procedure:

- Create a designated point of contact for accessibility concerns.
- Develop an online form or reporting system for individuals to report accessibility barriers.
- Implement a grievance procedure for addressing complaints in a timely and effective manner.

8. Training and Sensitization Programs

- Provide regular training sessions on disability awareness, inclusivity, and respectful language.



- Incorporate disability awareness into new employee and student orientation programs.
- Encourage student-led initiatives that promote inclusivity and understanding.

9. Monitoring and Evaluation:

- Establish a committee responsible for monitoring the policy's impact.
- Conduct periodic reviews and assessments of the policy's outcomes.
- Use feedback from students, faculty, and staff to make continuous improvements.

10. Collaboration with Disability Organizations

- Establish partnerships with local disability advocacy groups.
- Invite guest speakers and experts for workshops and awareness sessions.
- Participate in community events that promote inclusivity and accessibility.

11. Budget Allocation:

- Work with the finance department to allocate a specific budget for accessibility projects.
- Seek external funding opportunities or grants to support larger initiatives.
- Regularly review and adjust the budget based on the evolving needs of the campus.

12. Periodic Review and Revision:

- Schedule regular reviews of the policy to assess its effectiveness.
- Solicit feedback from stakeholders through surveys and focus groups.
- Revise the policy as needed to address emerging issues and evolving best practices.

Conclusion

Implementation of a Disabled-Friendly Campus Policy represents a significant step towards fostering inclusivity, accessibility, and equality within the educational institution. This comprehensive policy is designed to break down barriers, both physical and attitudinal, ensuring that individuals with disabilities have equitable access to all aspects of campus life. The journey towards a truly inclusive environment involves a collective commitment from all members of the campus community including administrators, faculty, staff, management and students.

As the policy is put into action, its success will be measured not just by the physical changes on campus but by the positive impact on the lives of individuals with disabilities. It is a commitment to recognizing and valuing the unique contributions of every member of the community, irrespective of their abilities or challenges. Through this policy, we aspire to create an educational environment where diversity is not only acknowledged but celebrated.



It is an acknowledgment that true learning and growth occur when everyone has the opportunity to participate fully, without barriers hindering their progress. The success of the policy is not only reflected in the physical modifications made to the campus but in the cultural shift towards empathy, understanding, and respect for differences.

The journey towards a disabled-friendly campus is ongoing, requiring continuous evaluation, adaptation, and collaboration. It is not just a policy; it is a living commitment to building a community where every individual can flourish, contribute meaningfully, and pursue their academic and personal goals without hindrance. As we move forward, let us celebrate the achievements, learn from the challenges, and remain dedicated to the principles of inclusivity, accessibility, and equality. By embracing this policy and embodying its spirit, we can create a campus environment that reflects the richness of human diversity and sets a positive example for educational institutions everywhere. Together, we can build a community that is not just accessible but truly welcoming to everyone, regardless of their abilities or disabilities.



AMAL COLLEGE
OF ADVANCED STUDIES

Amal College of Advanced Studies, Nilambur

(Accredited with A grade by NAAC)

Shanthigramam, Myladi, Eranhimangad (P.O.) Nilambur. Pin. 679329,

Phone: 04931207055, Email: amalcollege@gmail.com