



ST PHILOMENA COLLEGE

Affiliated to Mangalore University Re-Accredited by NAAC at 'A' Grade

MAI DE DEUS EDUCATIONAL INSTITUTIONS

Managed by the Catholic Board of Education, Mangalore

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POLICY FOR PERSONS WITH DISABILITIES (PWD)



POLICY FOR PERSONS WITH DISABILITIES (PWD)

Discrimination against people with physical and mental disabilities is prohibited by the Right of Persons with Disabilities Act, 2016, among other laws. The St. Philomena College, Puttur prohibits all types of discrimination including that based on a disability of individuals. The College aims to foster a comprehensive and inclusive teaching and learning environment where staff and students with disabilities are not distraught or given less favourable treatment. The institute strives to create all student groups into its programs, administrations, and activities. To ensure the benefits of the programs, administrations, and activities, all of the institute's authorities are working hard to lend a helping hand to the disabled. All faculty and staff members of the Institute must abide by these rules. These guidelines apply to all the Institute Faculty and staff. The terms used in the policy have meaning mentioned in Chapter-I of the rights of the persons with disability Act 2016.

1. OBJECTIVES OF THE POLICY

- To create an inclusive culture to avoid discrimination, exploitation, and exclusion of Disable Students and Staff from all spheres of work and education.
- To create a 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 the above objectives.

2. 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.

3. QUALIFIED PERSON WITH A 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. However, relaxation shall be allowed as per the Government rules.

4. ENABLING UNIT FOR PERSONS WITH DISABILITIES

St Philomena College, Puttur has established an Equal Opportunity Cell as per statutory regulations for comprehensive education for people with disabilities on campus. This Cell facilitates the needs of students with disabilities. The Advisor of the Cell shall be appointed by the Principal amongst the faculty members of the College. The Cell shall work in coordination with other committees/functional units for the implementation of policy for persons with disabilities. The major functions of the Enabling Unit will be as follows:

- Providing counseling for students with disabilities on the types of courses they can study in 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 College. Conducting awareness programs for teachers about the approaches to teaching and evaluation procedures, etc, which they should adopt in the case of students with disability.
- Providing support to students with disability and assisting them in getting appropriate employment after their studies.

- Orient students with disabilities about various schemes and provisions available for their good from institution, university and the government.
- Conduct regular Remedial Coaching Classes for persons with disabilities.

5. ACCESSIBILITY POLICY

Providing access means making all the Institutional services, activities, and the benefits thereof, fully available to qualified people with disabilities. The institute should provide various provisions for 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 nonteaching staff regarding the issues of accessibility.
- To ensure that web services are compliant with 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.

6. EXAM POLICY

The College 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 have been issued by the examination department for use of scribe in exams.

7. ACCESSIBILITY FOR PERSONS WITH DISABILITIES

Facilities made available for Employees and students with disabilities

- The College office shall maintain the records of Divyangjan students.
- The Principal shall assign duties & responsibilities for both teaching and non-teaching staff to resolve the difficulties faced by Divyangjan students
- The College shall provide special facilities for the Divyangjan students and shall create an environment to provide them opportunities to acquire quality education and to bring them into the mainstream of the society
- Accessible Ramps, Toilets, and Wheelchairs
- Half-hour concession during regular working hours to facilitate teaching and non-teaching staff.
- Facilities are provided from time to time as per government rules.
- The College website must be made accessible for visually impaired students.
- Disability sensitization sessions must be made part of the students and Employee induction program.
- Staff are trained to assist persons with disabilities, including persons with learning disabilities
- Provide Audio Books
- The Office Superintendent shall be responsible to provide all the college services to the students with disability on a preferential basis without any queue.
- The Convener Exam Committee shall be responsible to provide a scribe or extra time during the exam if required.
- A special parking area shall be provided for the physically handicapped students just near the main entrance.

The College teaching and non-teaching staff shall unscrupulously follow the above policy and it shall be suitably published on the College website.

PRINCIPAL
ST PHILOMENA COLLEGE
PHILONAGAR, DARBE, PUTTUR - 574 202

Effective from 01-07-2016