



**S.I.W.S.**

**N.R. SWAMY COLLEGE OF COMMERCE & ECONOMICS  
AND  
SMT. THIRUMALAI COLLEGE OF SCIENCE**

Plot No. 337, Sewri - Wadala Estate,  
Major R. Parameshwaran Marg, Wadala, Mumbai – 400 031  
(Affiliated to the University of Mumbai)  
ISO 9001: 2015 Certified

**POLICY FOR PERSONS WITH  
DISABILITIES**



# **POLICY FOR PERSONS WITH DISABILITIES**

## **1) Introduction:**

Right of Persons with Disabilities Act, 2016 prohibits discrimination against individuals with physical and mental disabilities. SIWS College is against all kinds of discrimination on any grounds including disability. The Institution advances a comprehensive and inclusive teaching and learning environment in which incapacitated students and employees are not treated unfavourably and ensures equal opportunities for all students.

## **2) Objectives:**

- To provide accessible and inclusive education, creating a disabled friendly, barrier free environment in the campus
- To ensure full participation of persons with disabilities and to provide them equal opportunities for development
- To provide a nurturing and motivating environment for students with learning disabilities
- To create an inclusive culture to avoid discrimination, exploitation and exclusion of Disabled Students and Staff from all spheres of work and education.

## **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**' refers 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 fulfil 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) Accessibility Policy:**

Providing access means making all the services, activities and the benefits thereof, fully available to qualified people with disabilities. The institute to create a disabled friendly campus that is barrier free and accessible for persons with disabilities.

The following principles of accessibility will be strictly observed:

- All UG and PG programs and activities must be accessible to all students
- 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
- Inclusion of persons with disability in all curricular, co-curricular and extra-curricular activities

#### **6) Support Measures for students with disabilities:**

- a) A faculty shall be designated as mentor for providing counselling for the students with disabilities on the types of courses they can study at the higher education.
- b) Ensuring the admission of the students with disabilities through the open quota.

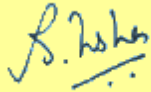
- c) Fee concessions, examination procedures, reservation policies, etc., referring to persons with disabilities as per the government policies from time to time to be implemented
- d) Conducting awareness programs for teachers about the approaches to teaching, evaluation procedures, etc., which they should adapt in the case of students with disability.
- e) Providing assistance to persons with disability in the learning process by teaching apart from regular class hours
- f) Providing support to the students with disability conducting Remedial lectures

**7) Facilities to be made available for Employee and students:**

- 1) To ensure that the design of the building such as ramp/lift should be according to the disabled persons.
- 2) To ensure the accessible, gender-sensitive, safe, usable and functional washroom facilities for disabled persons.
- 3) To ensure the proper text and pictogram signage such as display boards, signposts are kept for guidance.
- 4) Learners with disabilities need to be adequately supported in and out of the classroom with the right resources and assistive technology by teaching staff and college communities
- 5) Ensure the accessibility of software tools and technology for people with disabilities.
- 6) Providing counselling sessions by a psychologist in the campus for persons with disability
- 7) Create awareness during the induction program on the amenities available to persons with disabilities and support them to access in-house resources.

8) Half an hour concession in regular working hours to be facilitated to teaching and non- teaching staff with disabilities.

The SIWS policy recognizes that persons with disabilities are valuable human resource and seeks to create an environment that provides equal opportunities, protection of their rights and full participation in the academic environment.



**Dr. Usha Iyer**

**Principal**

**Date : 21<sup>st</sup> February, 2017**

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