



Bhagat Phool Singh Mahila Vishwavidyalaya
Khanpur Kalan (Sonapat), Haryana-131305

Disabled (*Divyangjan*) Friendly Environment Policy

Preamble:

Bhagat Phool Singh Mahila Vishwavidyalaya (BPSMV) seeks to provide equal opportunities for *Divyangjans* through its administration and governance. The university places the Disability guidelines document as guiding principles to have barrier-free, inclusive environment with diversity that is free from unlawful discrimination. It further ensures equal opportunity, dignity and respect for all. Through this policy, the university aspires to create conducive and inclusive environment necessary for the holistic development of an institution. The Government of India has launched the Accessible India Campaign (*Sugamya Bharat Abhiyan*) in 2015 to facilitate barrier-free urban development for persons with disabilities in three broad domains i.e., Built Environment, Information Technology, and Transportation. The university pursues to implement the guidelines based on Rights of Person with Disabilities Act 2016 and UGC guidelines founded on this act. The Act is centered on non-discrimination, inclusive society, equality of opportunity and accessibility thus protecting the rights of *Divyangjan* or person with disabilities at social, economic, legal and political level. BPSMV ensures prohibition of discrimination against person with disabilities, and, further provide provisions of including them in the mainstream. It intends to provide comprehensive and inclusive teaching and learning environment for special student(s) or employee(s) and ensures that they are treated with utmost respect. The administration of the university extends complete support to the differently abled persons so as to make sure that they are benefited from the programmes or provisions or schemes meant for them. The guidelines are applicable to all the faculty members, students and non-teaching staff of the University.

Objectives of the Policy:

1. The Policy document serves to outline the guidelines to be followed to develop and strengthen an inclusive and enabling learning-working environment in the University for all.

2. To create inclusive culture to avoid discrimination, exploitation and exclusion of disabled students and staff from all spheres of work and education.
3. To ensure implementation of all legislations with respect to persons with disabilities.
4. To create suitable regulatory mechanism for effective delivery of services to differently abled students and staff of the University and its affiliated institutes.
5. To ensure full participation of persons with disabilities and to provide them with equal opportunities for development.
6. To provide necessary budget allocation to achieve the objectives.

BPSMV is committed to:

1. Facilitate the process of making the barrier-free environment of university and its affiliated institutes as per the prescribed principles of 'universal design' which includes building and infrastructure.
2. Orient and guide individuals associated in various capacities to deal / interact with persons with disabilities in a right based approach.
3. Ensure implementing reservation, exemptions and concessions in tune with prescribed norms in current legislation and as per state government rules to individuals.
4. Implementation of curricular adaptations like offering multiple means of instructions to address a range of learning styles, a variety of pedagogical choices in each discipline for diverse learning styles and functional needs.
5. Create a centralized unit / center / department that will work upon inclusion to facilitate barrier-free inclusive education in university as well as community and collaborate with various bodies for knowledge sharing, workshops and projects.
6. Guide and instruct affiliated colleges and institutes to implement the 'disability guidelines statement' and to review compliances.
7. Use technology to benefit students and employees with special needs.
8. Ensure provisions of learning resources and additional facilities in the library to cater to needs for students and faculty with special needs. This can range from academic material to additional technology support for discovery, access and use of academic material.
9. Sensitize teaching and non-teaching staff on issues related to disability and special needs.
10. Create, maintain and update the records of individuals with disabilities associated with BPSMV to be able to use the information for research and

policies.

11. Ensuring admission of students from all social milieus and their empowerment through intensive mentoring and counseling.
12. Including a list of reference material, reading material and textbooks that are available in accessible formats. Availability of syllabus in various accessible formats as per the need of the students (digital copy, hard-copy, braille, large-print, images with verbal descriptions, appropriate color scheme etc.)

Promoting Inclusive Practices and Accessibility:

Accessibility Policy provides access means making all the University services, activities and benefits thereof, fully available to qualified people with disabilities. The University administration and faculty members should ensure appropriate/reasonable accommodations for each person with disability, and be willing to resolve access problems. The Following principles of accessibility will be strictly observed:

1. All UG, PG, PhD programmes and activities must be accessible to differently-abled persons.
2. Textbooks and study material are available to all students with disabilities.
3. Awareness programmes to be organized for all the teachers and non-teaching staff regarding the issues of accessibility.
4. Admission policy of the University to offer due reservation for persons with disabilities in all the courses offered by the University as per the government regulations of Haryana state.
5. The University ensures 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. Provision of academic and administrative support for all activities for effective transition of students into the system, including Registration; Academic Support; Facilitating Stay & Conveyance; Fee Submission; Sponsorship, time table etc.

Examination Provisions:

The University makes reasonable changes in the educational plan and assessment framework to meet the particular needs of students with disabilities. Use of talking calculator, abacus, taylor frame, computer with screen reading software or adapted geometry drawing kit to be allowed during learning and external or internal evaluation for individuals with visual impairment. They are also entitled to use tape recorders to record their answers; arrangement for the same has to be made in a separate room with supporting volunteer. Separate question

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papers in enlarged print may be given to individuals with low vision. Scribe (writer) Transcriber/Reader/Reader-cum-Writer gets available to the individual with blindness.

Provision of Technological Support for *Divyangjans*:

1. Reading resources in Braille
2. Disabled-friendly software
3. Wheelchairs
4. Disabled-friendly sign posts
5. ICT enabled smart classrooms supporting the needs of persons with disabilities

Library Facilities:

Providing *Divyangjan* friendly reading and audio material, reserved spaces for *Divyangjans*, easy access to book catalogues, access to library spaces.

Transportation:

Mobility constraints are a serious impediment to disability-inclusive development, as they exacerbate the personal, economic, and social isolation of persons with disabilities. Providing disability inclusive transport in the university like folding ramp inside low floor buses allows access to mobility.

Provision of Sports and Wellness Facilities:

BPSMV will ensure sports and wellness facilities suited to the needs of students with disabilities and make due provisions for the inclusion, schemes and programmes for the talent identification, research, conferences, introduction of academic courses and promotion of Paralympics movement and Para-sports activities.

Budgetary Provisions:

The requisite budgetary provisions shall be made by the university in making inclusive provision for realization of RPWD Act 2016.

Employment Opportunities:

Providing support to the students with disability and assist them in getting appropriate employment.

Facilities available for Employees and Students:

1. Ramps, side rails, lifts and toilets with easy access facilities.
2. Other Facilities provided time to time as per government rules.
3. Sensitization sessions as part of induction programme for students and employees.

4. Assistance to persons with disabilities, including persons with learning disabilities (like word processors can benefit the dyslexic person, concept mapping softwares for organizing writing projects, word prediction softwares)

Implementation:

UGC has been addressing concerns of access and equity for all. Therefore, Disabled Friendly (*Divyangjan*) Environment Policy will be executed through the cooperation of various stakeholders. The university authority shall ensure the implementation of the policy.

Approval and Review:

Disabled Friendly (*Divyangjan*) Environment Policy will be reviewed once in three years or as and when required. Although most of the provisions are included in policy, the Vice Chancellor is authorized to take necessary decisions as and when required in the interest of the *Divyangjans*.
