

*Dnyanprassarak Mandal's*  
**College and Research Centre (DMC)**  
Assagao, Bardez - Goa 403 507

**DIVYANGJAN POLICY**  
**(FOR PERSONS WITH DISABILITIES)**

**PREAMBLE:**

"Disability is articulated as a struggle, an unnecessary burden that one must overcome to the soundtrack of a string crescendo. But disabled lives are multi-faceted – brimming with personality, pride, ambition, love, empathy, and wit."

– Sinead Burke, writer, academic, activist and broadcaster.

Dnyanprassarak Mandal's College and Research Centre, Assagao, strictly abides by the Rights of Persons with Disabilities Act, 2016 that prohibits discrimination against individuals with physical and mental disabilities.

The Rights of Persons with Disabilities (RPWD) Act, 2016 defines a person with a disability (PwD) as someone with a long-term physical, mental, intellectual, or sensory impairment that hinders their full and effective participation in society. The act aims to uphold the dignity of PwDs, prevent discrimination, and ensure their full participation and inclusion in society.

DISABILITY 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 person with a disability" pertains 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.

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## CONSTITUTIONAL GUIDELINES FOR PERSONS WITH DISABILITIES

The Constitution of India applies uniformly to every legal citizen of India. Under the Constitution, the disabled have been guaranteed the following fundamental rights:

The Constitution secures to the citizens including the disabled, a right of justice, liberty of thought, expression, belief, faith and worship, equality of status and of opportunity and for the promotion of fraternity.

Article 15(1) enjoins on the Government not to discriminate against any citizen of India (including disabled) on the ground of religion, race, caste, sex or place of birth.

Article 15 (2) States that no citizen (including the disabled) shall be subjected to any disability, liability, restriction or condition on any of the above grounds in the matter of their access to shops, public restaurants, hotels and places of public entertainment or in the use of wells, tanks, bathing ghats, roads and places of public resort maintained wholly or partly out of government funds or dedicated to the use of the general public. Women and children and those belonging to any socially and educationally backward classes or the Scheduled Castes & Tribes can be given the benefit of special laws or special provisions made by the State.

There shall be equality of opportunity for all citizens (including the disabled) in matters relating to employment or appointment to any office under the State.

No person including the disabled irrespective of his belonging can be treated as an untouchable. It would be an offence punishable in accordance with law as provided by Article 17 of the Constitution.

Every person including the disabled has his life and liberty guaranteed under Article 21 of the Constitution.

There can be no traffic in human beings (including the disabled), and beggar and other forms of forced labour is prohibited and the same is made punishable in accordance with law (Article 23).

Article 24 prohibits employment of children (including the disabled) below the age of 14 years to work in any factory or mine or to be engaged in any other hazardous employment. Even a private contractor acting for the Government cannot engage children below 14 years of age in such employment.

Article 25 guarantees to every citizen (including the disabled) the right to freedom of religion. Every disabled person (like the non-disabled) has the freedom of conscience to practice and propagate his religion subject to proper order, morality and health.

No disabled person can be compelled to pay any taxes for the promotion and maintenance of any particular religion or religious group.

No Disabled person will be deprived of the right to the language, script or culture which he has or to which he belongs.

Every disabled person can move the Supreme Court of India to enforce his fundamental rights and the rights to move the Supreme Court is itself guaranteed by Article 32.

No disabled person owning property (like the non-disabled) can be deprived of his property except by authority of law though right to property is not a fundamental right. Any unauthorized deprivation of property can be challenged by suit and for relief by way of damages.



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Every disabled person (like the non-disabled) on attainment of 18 years of age becomes eligible for inclusion of his name in the general electoral roll for the territorial constituency to which he belongs.

### Education Law for the Disabled

The right to education is available to all citizens including the disabled. Article 29(2) of the Constitution provides that no citizen shall be denied admission into any educational institution maintained by the State or receiving aid out of State funds on the ground of religion, race, caste or language.

Article 45 of the Constitution directs the State to provide free and compulsory education for all children (including the disabled) until they attain the age of 14 years. No child can be denied admission into any education institution maintained by the State or receiving aid out of State funds on the ground of religion, race, caste or language.

### THE COLLEGE POLICY

The college strongly believes in Inclusive Education that allows all students to learn together in the same classrooms, regardless of their ability. It emphasizes access to education for groups who have traditionally been excluded, such as children with disabilities, gender, caste, religion or language.

Inclusive education involves designing schools, classrooms, programs, and activities so that all students can learn and participate together. It also means accepting, understanding, and catering for students' differences and diversity whether that's physical, cognitive, academic, social, or emotional. There has been an increasing recognition of abilities of persons with disabilities and emphasis on mainstreaming them in the society based on their capabilities. The college particularly plays a very important role in this aspect. Although the percentage of disabled persons is very less, the college makes adequate arrangements and offers facilities to the students who are disabled in any way. The college is against all kinds of discrimination on any grounds including disability. It follows the legislation by the constitution of India in which persons with disability must be given equal opportunities, have protection rights and be allowed full participation any activity. The college is committed to provide education, employment and create a barrier free environment for all. All the faculty and staff members of the institute shall strive to extend a helping hand towards the differently abled so as to make sure that they benefit from the courses, administrations and activities.

Disability sensitization sessions to be a part of the student and employee induction programme.

### OBJECTIVES OF THE POLICY

- To sensitize the staff and students with respect to the issues pertaining to students with disabilities.
- To provide accessible and inclusive education at the college.
- To create a culture that is inclusive, non-discriminatory, non-exploitative, for all, in all spheres of work and education.
- To create suitable and robust regulatory mechanism for effective delivery of services to the disabled students and Staff of the college.
- To ensure implementation of all legislations with respect to persons with disabilities.
- To ensure full participation of persons with disabilities in all activities of the college and to provide them the equal opportunities for development.
- To provide facilities from time to time as per government rules.



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- To ensure that the awareness programmes are conducted for all the teachers and support staff regarding the issues of accessibility.

The college shall provide the following support to the disabled students:

**Admission:** A person who has been certified by a recognised agency for his/her disability is given admission through a reservation policy. 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 (Section 16 PWD Act 2016) and as per government regulations from time to time.

**The Placement cell** shall provide support to the students with disability and assist them in getting appropriate employment after their studies.

**Students** interested in Sports will be given special coaching.

**Exam Policy:** 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 Goa university under OA-12.41 (a) & (b). These guidelines will be followed for the students with disability.

The college shall provide Counselling for the students with disabilities on the types of courses they can study at the higher education.

Assess the Educational needs of persons with disabilities enrolled in the higher education.

Conduct Awareness programs for teachers about the approaches to teaching, which they should adapt in the case of students with disability.

Provide support to the students with disability and assist them in getting appropriate Employment after their studies.

Conduct regular Remedial Coaching Classes for persons with disabilities.

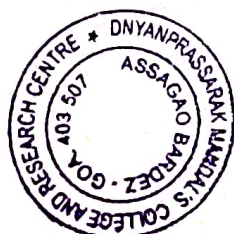
**Accessibility:** Providing access means making all the institutional services, activities and the benefits thereof, fully available to qualified people with disabilities. The college shall provide various provisions in creating a disabled friendly campus. The campus should be barrier free and accessible for persons differently-abled.

#### **Library facilities:**

- To provide accessible textbooks and study material to all students with disabilities.
- Audio Books
- Web accessibility
- Braille books available
- Braille sign boards in the library

#### **Other facilities to be made available for Employees, Students & Visitors:**

- Ramps and lift in the buildings are made to ensure free movement of the students, employees and visitors.
- Special washroom is available in an easy access area for students, employees and visitors.



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- Wheel chairs are provided for disabled students in the campus.
- Providing students with a sense of belonging.
- Offering an open and welcoming environment.
- Making them feel psychologically safe.
- Promoting active listening.
- Encouraging participation.
- Actively working to combat biases.
- Focusing on boosting and maintaining student motivation.
- Providing financial support to students with disabilities.
- Conducting workshops/ Seminars, lectures on the topic of Persons with disability
- Appointing Exclusive Nodal officer for students with disability.
- Sending students and staff to attend programs/seminars/lectures and festivals on the topics related to persons with disabilities.
- Actively working to combat biases.
- Focusing on boosting and maintaining student motivation.



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Prof. D. B. Arolkar  
PROFESSOR & PRINCIPAL