

DIVYANGJAN POLICY



CMR INSTITUTE OF TECHNOLOGY

(UGC - Autonomous)

Approved by AICTE, Permanently Affiliated to JNTUH, Accredited by NBA and NAAC with A Grade

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DIVYANGJAN POLICY

Introduction

The Disability Rights Act, 2016 prohibits discrimination against persons with physical and mental disabilities. CMR Institute of Technology is against all forms of discrimination on any grounds, including disability. CMR Institute of Technology intended to develop a comprehensive teaching and learning environment without disrupting or treating incompetent students and employees unfavorably.

The College aims to make its programs, administrations and activities accessible to students. All the officers in the college are trying to lend a helping hand to the disabled so as to ascertain the benefits of the field programs, administrations and activities. These guidelines apply to all faculty and staff of the College.

Policy Objectives

1. Creating a holistic culture to prevent students and staff from being discriminated against, exploited and excluded from all areas of work and education.
2. Develop an appropriate regulatory mechanism to effectively provide services to disabled students and staff at the college.
3. Ensuring the enforcement of all laws relating to persons with disabilities.
4. Providing accessible and integrated education at the Institute.
5. Ensuring full participation of persons with disabilities and providing equal opportunities for development.
6. Providing the budget allocations required to achieve the above objectives.
7. The terms used in the policy are understood in Chapter I of the Disability Rights Act 2016.

Disability

Disability is a term that includes motor and sensory limitations (e.g., movement, vision or hearing impairment). These include chronic illnesses and syndromes, mental and emotional disorders, learning disabilities, heart disease, diabetes, asthma, arthritis, epilepsy, acquired brain injury (ABI) and invisible disorders such as acquired immune deficiency syndrome (AIDS) are included in the term disability. Many disabilities vary in degree and type of limitation; Therefore, accommodation must also change and adapt to the needs of the individual.

A person with a disability qualification:

1. The expression "eligible person with a disability" refers to a person with a disability who is eligible to participate in any college program or activity.
2. With regard to enrollment, the certified holder must meet the Scholastic guidelines required for certification and meet the established scholarship requirements for any course, degree or certificate program.
3. With regard to employment, training, work assignments and promotion, a qualified person with a disability must be able to perform the minimum essential duties of the job.
4. However, relaxations are allowed under government regulations.

Accessibility

Providing access means making all university services, activities and their benefits fully accessible to

persons with disabilities. The organization provides various regulations in designing a disability friendly campus. The institute administration and faculty members must ensure adequate / reasonable accommodation for each person with a disability and be prepared to address access issues. The campus should be seamless and accessible to people of diverse abilities.

The following principles of access are strictly observed:

1. All UG and PG programs and activities must be accessed.
2. Textbooks and study material must be made available to all students with disabilities.
3. Awareness programs to be conducted for all teachers and non-teaching staff regarding accessibility issues.
4. Web services must comply with national and international accessibility standards and web content compliance guidelines such as WCAG and the Government of India guidelines for web accessibility.
5. Institute offers 3% reservation for the disabled in all the courses as per admission policy.

Examination procedure

CMRIT makes reasonable changes to the curriculum and evaluation framework to meet the special needs of students with disabilities. There will be adequate facilities to cater to the needs of a significant number of students with disabilities.

The Examinations Cell has issued guidelines and regulations for the use of scribes in examinations.

Facilities available to employees and students with disabilities:

1. Ramps and toilets in each block.
 2. Facilities are provided from time to time as per government regulations.
 3. Website is accessible to visually impaired students.
 4. Disability sensitization sessions are part of the Induction Program for Students and Employees.
 5. Staff members are trained to assist people with disabilities, including people with learning disabilities.
 6. Screen reader and audio books for the disabled.
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