



**PRIST**  
DEEMED TO BE  
**UNIVERSITY**  
NAAC ACCREDITED  
THANJAVUR – 613 403 - TAMIL NADU

# **POLICY FOR PERSONS WITH DISABILITIES**

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## **1. INTRODUCTION**

PRIST DEEMED TO BE UNIVERSITY as an institution of higher learning is committed to provide equal opportunities to all sections of the University community. While doing this, the Institution casts special attention to the differently-abled persons to provide equal opportunity in availing themselves of the resources of the Institution. In order to enable this, the Institution has formulated a Policy For Persons With Disabilities in the light of “*The Rights of Persons with Disabilities Act, 2016 (RPwD Act)*” adopted by the Government of India.

The institution has already implemented a good part of the requirements under the Act and plans to take care of the remaining aspects in a prioritised manner so that the requirements are fulfilled at the earliest possible time.

The Policy For Persons With Disabilities has been made in conformity with The Rights of Persons with Disabilities Act, 2016, to the extent feasible under the present infrastructure of PRIST University.

## **2. PURPOSE**

The Policy for Persons with Disabilities is to provide equal opportunities to the specially abled students and employees of the Institution without any discrimination.

Based on the above considerations, the Institution shall strive to maintain a working environment that is free from any harassment. This policy is subject to applicable regulations, qualifications, and merit of the individuals concerned. This Policy shall be consistently applied throughout the period of studentship (for students) and employment of the individual from the recruitment process until superannuation (for employees).

## **3. DEFINITION**

The definitions of different terms used in this Policy will be as per the Rights of Persons with Disabilities Act, 2016.

## **4. SCOPE**

The Policy For Persons With Disabilities shall cover all persons with disabilities, who come under the administrative control of the Institution. This would include employees (regular, ad hoc, part time, contractual, and temporary) and students along with interns and trainees. Further, the employees and students who acquire disability during their engagement with the institution would also be covered by the present policy.

## **5. COMMITMENT**

As specified in the Rights of Persons with Disabilities Act, 2016, the institution is duty bound to the following:

### **5.1 RIGHTS AND ENTITLEMENTS**

#### **a. Equality & Non-discrimination**

- i. The Institution shall ensure that the persons with disability enjoy the right to equality, life with dignity and respect for his or her integrity with others.
- ii. The Institution shall take steps to utilise the capacity of persons with disability by providing appropriate environment.
- iii. It will make sure that no persons with any kind of disabilities shall be discriminated on the ground of disability, unless it is shown that the

impugned act or omission is a proportionate means of achieving a legitimate aim.

- iv. No person shall be deprived of his or her personal liberty on the ground of disability.
- v. The Institution shall take necessary steps to ensure reasonable accommodation for persons with disability.
- vi. It shall take measures to protect persons with disability from being subjected to torture, cruel, inhuman or degrading treatment.

#### **b. Protection from Abuse, Violence, and Exploitation**

The Institution shall take following measures to protect persons with disabilities against abuse, violence, and exploitation:

- i. Create awareness and make available information among the public.
- ii. Take cognizance and provide available legal protection to the persons with disabilities in matters relating to abuse, violence and exploitation;

### **5.2. EDUCATION**

To provide inclusive education to the students with disabilities the Institution shall-

- (i) Admit the students without discrimination and provide education and opportunities for sports and recreation activities equally with others;
- (ii) Detect specific learning disabilities in students (in terms of course curriculum) at the earliest and take suitable pedagogical and other measures to overcome them;
- (iii) Make the entire campus barrier free so that services become accessible to the Persons with Disabilities ;
- (iv) Provide necessary support, individual or otherwise, in creating an environments that would nurture academic and professional potentialities at par;
- (v) Ensure that the education to persons who are blind or deaf or both is imparted in the most appropriate languages and modes and means of communication;
- (vi) Monitor participation, progress in terms of attainment levels and completion of education in respect of every student with disability;
- (vii) Provide transportation facilities to the students with disabilities and their attendants.
- (viii) Promote teaching and research in disability studies including establishment of study centres / departments for such studies with due approval of UGC/MHRD.

#### **5.2.1 Specific Measures to promote and Facilitate Inclusive Education**

The Institution shall take the following measures for the purpose of the facilitating inclusive education:

- (i) Train and employ teachers, including teachers with disability, who are qualified in sign language and Braille and also teachers who are trained in teaching students with multiple / intellectual disability;
- (ii) Train professionals and staff to support inclusive education at all levels of education;
- (iii) Establish MoU with other institutions from which adequate number of resources could be drawn for the support of all levels of education;
- (iv) Promote the use of appropriate augmentative and alternative modes including means and formats of communication, Braille and sign language to supplement the use of one's own speech to fulfil the daily communication needs of persons with speech, communication or language disabilities and enables them to participate and contribute to their community and society;
- (v) Provide books, other learning materials and appropriate assistive devices to students with benchmark disabilities up to the completion of the degree;
- (vi) Assist / arrange to obtain scholarships in appropriate cases to students with benchmark disability;
- (vii) Make suitable modifications in the curriculum and examination system to meet the needs of students with disabilities such as extra time for completion of examination

- paper, facility of scribe or amanuensis, exemption from second and third language courses;
- (viii) Promote research to improve learning; and
  - (ix) Any other measures, as may be required.

### **5.2.2 Special Provisions for Persons with Benchmark Disabilities**

Reservation in higher educational institutions:

- (i) The Institutions shall reserve seats for persons with benchmark disabilities as notified by the Government of India from time to time.
- (ii) The persons with benchmark disabilities shall be given an upper age relaxation of five years for admission for higher education.

### **5.3 EMPLOYMENT**

#### **Non-discrimination in employment**

- (i) The Institution shall provide reasonable accommodation and appropriate barrier free and conducive environment to the employees with disabilities;
- (ii) No promotion shall be denied to a person on the ground of disability;
- (iii) The Institution shall not dispense with or reduce in rank, an employee who acquires a disability during his or her service;
  - (a) Provided that, if an employee after acquiring disability is not suitable for the post he/she was holding, shall be shifted to some other post with the same pay scale and service benefits;
  - (b) Provided further that if it is not possible to adjust the employee against any post, he/she may be kept on a supernumerary post until a suitable post is available or he/she attains the age of superannuation, whichever is earlier.
- (iv) The Institution shall organize various in-house programmes such as orientation, refresher course and other programmes as may be deemed appropriate and suitable for the employees with disabilities.

### **5.4 MAINTENANCE OF RECORDS**

The Institution shall maintain records of the persons with disability in relation to the matter of employment and enrolment of students, facilities provided and other necessary information in compliance with the provisions, in such form and manner as may be prescribed by the Central Government / UGC.

Such records maintained by the Institution shall be open to inspection at all reasonable hours by such persons as may be authorised in their behalf by the persons himself or by the competent authority.

### **5.5 OTHER INFRASTRUCTURE DEVELOPMENT/ASSISTIVE AIDS REQUIRED**

- a) Ramps with railings/ lifts in all buildings up to the top floor including public utility areas.
- b) Wheelchair facilities in all buildings.
- c) Special furniture.
- d) Use of low floor buses for transportation.
- e) Availability of barrier free wash/ rest rooms facilities (at least one in every buildings preferably ground floor).

### **5.6 RESERVATION**

As per the rules of Government of India, applicable to the University.

## **5.7 GUIDELINES FOR CONDUCTING WRITTEN EXAMINATION FOR PERSONS WITH BENCHMARK DISABILITIES**

The Institution shall follow the guidelines applicable to all PwD Candidates as issued by Department of Persons with Disabilities (Divyangjan), Ministry of Social Justice and Empowerment, GOI, OM, dated 29<sup>th</sup> Aug, 2018.

### **Special Provisions for Persons with Disabilities with High Support Needs**

- (i) The Institution shall make provisions for providing appropriate support to any person with benchmark disability who considers himself/herself to be in need of high support; or any person or organisation on his or her behalf, may apply to the authority to be notified by the appropriate Government, requesting to provide high support.
- (ii) On receipt of an application, the authority shall refer it to an Assessment Board consisting of such members as may be prescribed by the concerned authority.
- (iii) The Assessment Board shall assess the case referred to it in such manner as may be prescribed by the Central Government, and shall send a report to the authority certifying the need of high support and its nature.
- (iv) On receipt of a report, the authority shall take steps to provide support in accordance with the report subject to relevant schemes and orders of the appropriate Government in this behalf.

## **5.8 MEASURES TO BE UNDERTAKEN**

### **5.8.1 Awareness Campaign**

- (a) The Institution shall conduct, encourage, support, or promote awareness campaigns and sensitisation programmes to ensure that the rights of the persons with disabilities provided under this Act are protected.
- (b) The programmes and campaigns specified shall also:
  - (i) Promote values of inclusion, tolerance, empathy and respect for diversity;
  - (ii) Advance recognition of the skills, merits and abilities of persons with disabilities and of their contributions to the workforce and professional front;
  - (iii) Provide orientation and sensitization at the Institution and professional training level on the human condition of disability and the rights of persons with disabilities;
  - (iv) Provide orientation and sensitisation on disabling conditions and rights of persons with disabilities to employers, administrators, co-workers and among the students;
  - (v) Make efforts so that the rights of persons with disabilities are included in the curriculum.

### **5.8.2 Access to Information and Communication Technology**

The Institution shall take measures to ensure that

- (i) All contents available in audio, print and electronic media are in accessible format;
- (ii) Persons with disabilities have access to electronic media by providing audio description, sign language interpretation and close captioning;
- (iii) Electronic goods and equipment which are meant for everyday use are available in universal design.

## **5.9 MANDATORY OBSERVANCE OF ACCESSIBILITY NORMS**

The Institution shall ensure that all physical infrastructures including buildings, furniture, facilities and services in the building/campus are as per the accessibility Standards given in the Harmonised Guidelines and Space Standards for Barrier Free Environment for Persons with Disabilities and Elderly Persons, 2016.

**5.9.1 Time Limit for making existing Infrastructure, Premises Accessible and Action for that purpose**

All existing buildings shall be made accessible in accordance with the rules formulated by the Central Government within a period not exceeding five years from the date of notification of such rules/this policy

**5.10. SOCIAL AUDIT**

PRIST University shall undertake social audit from the beneficiaries involving the persons with disabilities to ensure that the facilities do not have an adverse impact upon the persons with disabilities and need the requirements and concerns of persons with disabilities