

NMSM GOVERNMENT COLLEGE KALPETTA
PUZHAMUDI P O, KALPETTA, WAYANAD
AFFILIATED TO THE UNIVERSITY OF CALICUT



DIVYANGJAN POLICY

2019-2020

1. Introduction

NMSM Government College, Kalpetta, is dedicated to creating an inclusive, accessible, and equitable educational environment for all its students, staff, and visitors. The institution firmly believes that students and employees with disabilities should have the same opportunities to access education and campus life without facing barriers. This Divyangjan (Disabled-Friendly) Policy reflects the college's commitment to providing a supportive environment where physical, social, and academic hurdles are minimized, ensuring that all individuals can reach their full potential. The policy aims not only to comply with legal requirements but also to foster a campus culture that celebrates diversity, embraces inclusivity, and promotes the dignity of all members of the community.

2. Objectives

The Divyangjan Policy has the following objectives:

- **Fostering Inclusivity:** To create a campus environment free from discrimination, exploitation, and exclusion of students and staff with disabilities.
- **Equal Opportunity:** To ensure that differently-abled individuals are given equal opportunities to develop their skills, participate fully in academic and extracurricular activities, and contribute to the college community.
- **Accessible Education:** To provide accessible and inclusive education by implementing infrastructure, support services, and technological accommodations.
- **Compliance with Legislation:** To ensure adherence to the Rights of Persons with Disabilities Act, 2016, and other relevant legislations that protect the rights of persons with disabilities.
- **Sensitization and Awareness:** To promote awareness and understanding of the challenges faced by differently-abled individuals through sensitization programs, workshops, and campaigns.

3. Scope of the Policy

This policy applies to all students, staff members, and visitors of NMSM Government College, Kalpetta, including:

- Differently-abled students enrolled in any academic program.
- Faculty and non-teaching staff members with disabilities.
- Visitors and guests with disabilities who access the college campus.

The policy encompasses all areas of campus life, including physical infrastructure, academic services, technological support, extracurricular activities, and employment opportunities. It also applies to any college events held off-campus.

4. Definition of Disability

For the purpose of this policy, “disability” includes motor, sensory, cognitive, psychological, and learning disabilities. This encompasses physical disabilities (mobility impairments), sensory limitations (visual and hearing impairments), chronic illnesses (diabetes, epilepsy, arthritis, etc.), learning disabilities (dyslexia), and psychological conditions. The definition aligns with Chapter I of the *Rights of Persons with Disabilities Act, 2016*.

5. Key Features and Facilities

NMSM Government College is committed to the following initiatives to create a disabled-friendly campus:

- **Physical Accessibility:**
 - Construction of ramps and accessible pathways for ease of movement.
 - Installation of elevators in multi-story buildings.
 - Provision of accessible restrooms with appropriate facilities for persons with disabilities.
 - Tactile and Braille signage for visually impaired individuals.
 - Reserved seating arrangements in classrooms, libraries, and auditoriums.

- **Academic Support Services:**
 - Provision of accessible formats for learning materials (Braille, large print, digital formats).
 - Availability of assistive technology, such as screen-reading software, hearing aids, and speech-to-text tools.
 - Note-taking and scribing services during examinations.
 - Special allowances for extended exam times, alternate assessment methods, and flexible deadlines for students with disabilities.
 - Personalized mentoring for differently-abled students.
- **Technological Accommodations:**
 - Ensuring that the college's digital platforms, such as the website and online learning portals, are fully accessible to users with disabilities.
 - Availability of screen-reading software, text-to-speech tools, and other assistive technology in the library and computer labs.
- **Support for Extracurricular Activities:**
 - Encouraging differently-abled students to participate in sports and cultural activities by providing appropriate facilities and equipment.
 - Organizing inclusive events and ensuring accessibility features, such as sign language interpreters and alternative formats for event materials.
- **Career and Employment Support:**
 - Providing guidance and support to differently-abled students in securing employment opportunities after their studies.
 - Collaborating with employers to ensure equal employment opportunities for graduates with disabilities.

6. Process for Implementation

NMSM Government College has established a committee responsible for the formulation, monitoring, and continuous review of the Divyangjan Policy. The committee will:

- Conduct accessibility audits across campus facilities to identify areas that need improvement.

- Prioritize necessary infrastructural changes and ensure that new buildings adhere to universal design principles.
- Organize regular training programs for faculty and staff on inclusive teaching practices and awareness of disability rights.
- Work closely with external disability organizations to enhance the college's accessibility efforts and keep up with evolving best practices.

7. Action Plan

To ensure effective implementation, the following action plan will be followed:

- **Awareness and Training:**
 - Conduct sensitization programs and disability awareness workshops for students, faculty, and staff.
 - Disseminate information on disability rights and available services through the college's communication channels.
- **Accessibility Audits:**
 - Perform periodic audits of physical and digital infrastructure to ensure compliance with accessibility standards.
 - Address identified gaps in accessibility, with a focus on building modifications and digital inclusivity.
- **Academic Adjustments:**
 - Implement academic accommodations, such as flexible learning schedules, alternate evaluation methods, and additional support during exams.
- **Inclusive Campus Activities:**
 - Ensure all college events, sports, and cultural activities are designed to accommodate students and staff with disabilities.
- **Feedback and Continuous Improvement:**
 - Establish a feedback mechanism for differently-abled students and staff to raise concerns or suggest improvements.
 - Regularly review the policy to reflect changes in legislation and best practices.

8. Monitoring and Evaluation

The policy will be regularly monitored by the Divyangjan Policy Committee, which will:

- Collect feedback from stakeholders (students, staff, and visitors) to assess the effectiveness of the policy.
- Prepare annual reports on the progress of accessibility initiatives.
- Conduct periodic reviews and updates of the policy to ensure its relevance and effectiveness.

9. Conclusion

The Divyangjan Policy of NMSM Government College, Kalpetta, represents the institution's dedication to fostering an inclusive and accessible environment for all. By implementing this policy, the college seeks to break down barriers, both physical and attitudinal, to ensure that students and staff with disabilities can fully participate in campus life. The college is committed to continuous improvement in its efforts to create a truly disabled-friendly campus, where every individual is valued, respected, and empowered to succeed.




20/8/2019
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