

POLICY FOR DIFFERENTLY ABLED STUDENTS AND STAFF (DIVYANGJAN POLICY)

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1. Preamble

LEAD College (Autonomous) is committed to creating an inclusive, accessible, and equitable environment for all individuals, including differently abled (Divyangjan) students and staff. The institution strives to eliminate barriers and ensure equal opportunities in academic and professional pursuits.

2. Objectives

- To provide equal access to education and employment
- To create a barrier-free and inclusive campus
- To support academic and professional success of differently abled individuals
- To promote dignity, respect, and independence

3. Scope

This policy applies to:

- Differently abled students
- Faculty members
- Non-teaching and administrative staff

4. Definition

“Differently abled persons” refers to individuals with physical, sensory, intellectual, or learning disabilities, as recognized under applicable laws and guidelines.

5. Institutional Commitment

The institution shall:

- Ensure non-discrimination in admission, employment, and participation

- Provide reasonable accommodations
- Promote awareness and sensitivity within the campus community

6. Accessibility Measures

6.1 Physical Infrastructure

- Ramps and accessible pathways
- Lift access
- Accessible washrooms

6.2 Academic Accessibility

- Provision of scribes for examinations (if required)
- Extra time during exams as per norms
- Accessible learning materials (digital/large print)
- Flexible teaching methods

7. Support Services

7.1 For Students

- Academic mentoring and counselling
- Peer support programs
- Career guidance and placement support

7.2 For Staff

- Workplace accommodations
- Flexible work arrangements (if required)
- Training and capacity-building programs

8. Roles and Responsibilities

8.1 Institution

- Ensure implementation of accessibility measures
- Provide financial or logistical support where feasible

8.2 Faculty

- Adopt inclusive teaching practices
- Provide necessary academic support
- Be sensitive to individual needs

8.3 Students and Staff

- Respect and support inclusivity
- Avoid discriminatory behaviour
- Report accessibility issues

9. Non-Discrimination Policy

- No discrimination based on disability in admissions, evaluation, or employment
- Equal participation in academic, co-curricular, and extracurricular activities

10. Grievance Redressal

- A dedicated mechanism shall be established to address concerns
- Complaints will be handled confidentially and promptly
- Appropriate corrective measures will be taken

11. Monitoring and Evaluation

- Periodic review of facilities and support systems
- Feedback from differently abled individuals
- Continuous improvement of services

12. Compliance

This policy aligns with relevant government guidelines such as the Rights of Persons with Disabilities (RPwD) Act and other applicable regulations.

13. Policy Review


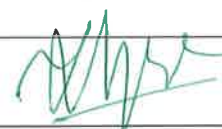
- The policy shall be reviewed periodically
- Amendments will be made based on feedback and regulatory updates

LEAD COLLEGE (Autonomous)

Approved by AICTE, Affiliated University of Calicut

14. Conclusion

LEAD College is dedicated to fostering an inclusive environment where differently abled students and staff can thrive with dignity, independence, and equal opportunity

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