



DIVYANGJAN POLICY

The Rights of Persons with Disabilities Act, 2016 prohibits discrimination against individuals with physical and mental disabilities. Vaagdevi Institute of Technology & Science is committed to opposing all forms of discrimination, including disability-based discrimination. VITS aims to foster a comprehensive and inclusive teaching and learning environment where disabled students and employees are not marginalized or treated unfairly. The institute endeavors to make its programs, services, and activities accessible to all students. All authorities of the institute are dedicated to extending support to differently-abled individuals to ensure their full participation in academic programs, services, and activities. These guidelines are applicable to all faculty, staff, and students of the institute.

OBJECTIVES OF THE POLICY:

- Foster an Inclusive Culture to prevent discrimination, exploitation, and exclusion of disabled Students and Staff from all areas of work and education.
- Establish suitable regulatory mechanisms for effective service delivery to disabled Students and Staff of the institute.
- Provide accessible and inclusive education at the institute.
- Ensure the full participation of persons with disabilities and provide them with equal opportunities for development.
- Allocate necessary budgetary resources to achieve the above objectives.
- The terms used in the policy have the meanings mentioned in chapter I of the Rights of Persons with Disability Act 2016.

DISABILITY:

Disability is a term that encompasses motor and sensory impairments (e.g., mobility, vision, or hearing impairments). It also includes disabilities resulting from chronic illnesses and syndromes, as well as invisible disabilities such as psychological and emotional disorders, learning disabilities, heart disease, diabetes, asthma, arthritis, epilepsy, Acquired Brain Injuries (ABI). Many disabilities vary in degree and type of limitation;

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QUALIFIED PERSON WITH DISABILITY:

The term "Qualified individual with a Disability" refers to a person with a disability who is eligible to participate in any institute program or activity. For enrollment, a qualified individual with a disability must meet the academic standards required for admission and the academic requirements established for any given course, degree, or certificate program. In terms of 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 Government rules.

ACCESSIBILITY POLICY:

Providing access entails making all university services, activities, and benefits fully available to qualified individuals with disabilities. The institute should implement various measures to create a disabled-friendly campus. The institute administration and faculty members should ensure appropriate accommodations for each person with a disability and be willing to resolve access problems. The campus should be barrier-free and accessible for persons with disabilities.

The following principles of accessibility will be strictly observed:

- All UG and PG programs and activities must be accessible.
- Accessible textbooks and study materials must be provided to all students with disabilities.
- Awareness programs for all teachers and non-teaching staff regarding accessibility issues will be ensured.
- Web services must comply with National and International accessibility standards and regulations such as Web Content Accessibility Guidelines (WCAG) and Government of India Guidelines for Web Accessibility.

The admission policy of the Institute offers a 5% reservation for persons with disabilities in all courses offered by the Institute. The institute will ensure the representation of all types of disabilities listed in the Rights of Persons with Disabilities Act, 2016, and as per government regulations from time to time.

EXAM POLICY:

VITS will make reasonable accommodations in the curriculum and assessment framework to meet the specific needs of students with disabilities. Reasonable accommodations will be made to meet


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the requirements of all students with disabilities. Guidelines and regulations have been issued by the examination department for the use of scribes in exams.

ACCESSIBILITY AND ACCESS AUDIT FOR PERSONS WITH DISABILITIES:

Facilities available for Employees and students:

- Ramps and Accessible Toilets
- Facilities are provided as per government rules.
- Disability sensitization sessions are part of the student and Employee induction programs.
- Staff are trained to assist persons with disabilities, including those with learning disabilities.

The institution has a disabled-friendly, barrier-free environment.


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