



Ref. No. :

Date :

### **DIVYANGJAN POLICY FOR PERSONS WITH DISABILITIES**

Right of Persons with Disabilities Act, 2016 prohibits discrimination against individuals with physical and mental disabilities. Karnala Sports Academy, Barns Arts Science and Commerce College, Panvel is against all kinds of discrimination on any grounds including disability. Our College aims for all-inclusive teaching and learning environment in which incapacitated students and employees are not distraught or treated unfavourably. The College aims to design its programs, administrations, and activities accessible to the students. All the authorities of the College are determined to extend a helping hand towards the differently abled to make sure benefits in administrations and activities. These guidelines apply to all the College students, faculty, and staff.

#### **DISABILITY:**

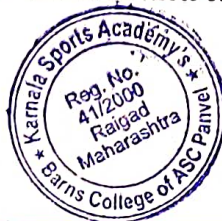
Disability is a term that includes motor and sensory limitations (e.g., mobility, vision, or hearing impairments). It also includes disabilities resulting from chronic illnesses and syndrome, invisible disabilities, such as psychological and emotional disorders, learning disabilities, heart disease, diabetes, asthma, arthritis, epilepsy, Acquired Brain Injuries (AB), and Acquired Immune Deficiency Syndrome (AIDS) are also included in the term disability. Many disabilities vary in degree and type of limitation; therefore, accommodations must also vary and should be tailored to the needs of the individual.

#### **QUALIFIED PERSON WITH DISABILITY:**

It includes a person with limitations in mobility, vision, and hearing impairments and he/she can perform the essential functions of the job. However, relaxations shall be allowed as per the government rules.

Assistive technology and facilities for persons with disabilities (Divyangjan) accessible website, screen-reading software, mechanized equipment

Provision for enquiry and information : Human assistance, reader, scribe, soft copies of reading material, screen reading Divyangjan friendly facilities to students with disabilities aim to ensure a comfortable and fulfilling stay for students on the college campus. These include ramps, lifts, tactile paths (which provide visually impaired people with secure directions for their journeys), lights, signboards. Some of these facilities don't cost much. These facilities help Divyangjans more aware of their rights, dignity and



  
**I/C PRINCIPAL**

**KSA Barns College of Arts, Sci. & Com.**

**OBJECTIVES OF THE POLICY:**

- To create a suitable regulatory mechanism for effective delivery of services to Disable Students and Staff of the College
- To provide accessible and inclusive education on the College campus.
- To ensure full participation of persons with disabilities and to provide them the equal development opportunities.



  
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