

MIMT	QUALITY SYSTEM PROCEDURES (MIMT/QSP/14)	REVISION NO: 001 DATE: 10.01.2018
Policy On Divyangjan		Page 1 of 5

Policy on Divyangjan



Mangalmai Institute of Management Technology
Greater Noida (U.P.)

Issued By: HoD	Issue No.02	Date of Issue:10.01.2018	Director Approved By: Director Mangalmai Institute of Management Technology Greater Noida
----------------	-------------	--------------------------	--

MIMT	QUALITY SYSTEM PROCEDURES (MIMT/QSP/14)	REVISION NO 001 DATE 10.01.2018
Policy On Divyangjan		Page 2 of 5

Policy on Divyangjan

The Rights of Persons with Disabilities Act, 2016 take effective measures to ensure that the persons with disabilities enjoy their rights equally with others. Mangalmai Institute of Management Technology is committed to promote the purpose of this act through the principle of inclusive education wherein students with and without disability learn together and the system of teaching and learning is suitably adapted to meet the learning needs of different types of students with disabilities. Similarly disabled staff members are also not disadvantaged or treated unfavorably. The institute aims to make its program, services, and activities accessible to and usable by all the persons with disabilities. All the members of the institute share the responsibility

for helping people with disabilities to secure the benefits of campus programs, services, and activities. This policy applies to all teaching, non-teaching staff members and students of the Institute and will be monitored through Committee for The Rights of Persons with Disabilities.

While framing the Divyangjan policy, the Institute has referred to various related statutes/norms issued by Ministry of Social Justice & Empowerment, AICTE and other statutory bodies from time to time.

1. Definitions

a. Person with Disability

"Person with disability" means a person with long term physical, mental, intellectual or sensory impairment which, in interaction with barriers, hinders his full and effective participation in society equally with others;

The RPwD Act, 2016 covers the following specified disabilities:-

1. Physical Disability
 - a. Locomotor Disability
 - i. Leprosy Cured Person
 - ii. Cerebral Palsy
 - iii. Dwarfism
 - iv. Muscular Dystrophy
 - v. Acid Attack Victims
 - b. Visual Impairment
 - i. Blindness
 - ii. Low Vision
 - c. Hearing Impairment
 - i. Deaf
 - ii. Hard of Hearing
 - d. Speech and Language Disability
2. Intellectual Disability
 - a. Specific Learning Disabilities
 - b. Autism Spectrum Disorder

Issued By: HoD	Issue No.02	Date of Issue:10.01.2018	Approved By: Director
----------------	-------------	--------------------------	-----------------------

MIMT	QUALITY SYSTEM PROCEDURES (MIMT/QSP/14)	REVISION NO 001 DATE 10.01.2018
Policy On Divyangjan		Page 3 of 5

3. Mental Behaviour (Mental Illness)

4. Disability caused due to-

a. Chronic Neurological Conditions such as-

- i. Multiple Sclerosis
- ii. Parkinson's Disease

b. Blood Disorder-

- i. Haemophilia
- ii. Thalassemia
- iii. Sickle Cell Disease

5. Multiple Disabilities

b. Person with benchmark disability

"Person with benchmark disability" means a person with not less than forty percent of a specified disability where specified disability has not been defined in measurable terms and includes a person with disability where specified disability has been defined in measurable terms, as certified by the certifying authority;

c. Person with disability having high support needs

"Person with disability having high support needs" means a person with benchmark disability certified under clause (a) of sub-section (2) of section 58 who needs high support

d. Discrimination

"Discrimination" in relation to disability, means any distinction, exclusion, restriction on the basis of disability which is the purpose or effect of impairing or nullifying the recognition, enjoyment or exercise on an equal basis with others of all human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field and includes all forms of discrimination and denial of reasonable accommodation

2. Objectives

- a. To cater to the diverse needs of students, faculties, administrative staff and visitors with disabilities in the institute
- b. To facilitate admission of differently-abled persons in various courses;
- c. To provide guidance and counselling to differently abled individuals
- d. To create awareness about the needs of differently abled persons, and other general issues concerning their learning
- e. To make building, campus and various facilities accessible;
- f. To assist differently-abled graduates to gain successful employment in the public as well as private sectors.

3. Functions

Issued By: HoD	Issue No.02	Date of Issue:10.01.2018	Approved By: Director
----------------	-------------	--------------------------	-----------------------

MIMT	QUALITY SYSTEM PROCEDURES (MIMT/QSP/14)	REVISION NO 001 DATE 10.01.2018
Policy On Divyangjan		Page 4 of 5

- a. Provide counseling to differently - abled students on the types of courses they could study at the higher education institutions.
 - b. Ensure admission of as many differently-abled students as possible within the frame of affiliating university admission norms.
 - c. Execute orders dealing with fee concessions, examination procedures, reservation policies, etc., pertaining to differently-abled persons.
 - d. Follow the policies pertaining to differently-abled persons as specified by Govt. of India and State Govt. of UP.
 - e. Assess the educational needs of differently abled persons enrolled in the institute to determine the types of assistive devices to be procured.
 - f. To conduct awareness programmes for teachers of the institute about the approaches to teaching, evaluation procedures, etc, which they should address in the case of differently-abled students.
 - g. To study the aptitude of differently-abled students and assist them in getting appropriate employment when desired by them after their studies.
 - h. To celebrate important days pertaining to disability such as the World Disabled Day, White Cane Day, etc., in the institute and also in the neighborhood in order to create awareness about the capabilities of differently-abled persons.
 - i. To ensure maintenance of special assistive devices procured by the institute under the (Higher Education for Persons with Special Needs) HEPSN scheme and encourage differently-abled persons to use them for enriching their learning experiences.
- 4. Providing Access to Differently-abled persons**
- a. Ensure for disabled friendly, barrier free environment in the institute.
 - b. Ensure that all existing structures as well as future construction projects in the campus are made disabled friendly.
 - c. The institute should create special facilities such as ramps, rails and special toilets, and make other necessary changes to suit the special needs of differently-abled persons.
 - d. The construction plans should clearly address the accessibility issues pertaining to disability.
 - e. Institute should reach for various schemes of the Ministry of Social Justice and Empowerment wrt Differently-abled persons' special aids and appliances.
 - f. In addition to the procurement of assistive devices through these schemes, institute may procure special learning and assessment devices to help differently-abled students enrolled for the institute.
 - g. In addition, visually challenged students need Readers. Availability of devices such as computers with screen reading software, low-vision aids, scanners, mobility devices, etc., in the institute would enrich the educational experiences of differently-abled persons. Therefore, institute should provide facility of Readers for visually challenged students.
 - h. Please refer the guidelines on accessibility laid out by the office of the Chief Commissioner of Disabilities from time to time.

Issued By: HoD	Issue No.02	Date of Issue:10.01.2018	Approved By: Director
----------------	-------------	--------------------------	-----------------------

MIMT	QUALITY SYSTEM PROCEDURES (MIMT/QSP/14)	REVISION 001/001 DATE 10.01.2018
Policy On Divyangjan		Page 5 of 5

5. Facilities to be made available for Employees and students

- a. Availability of Ramps & rails.
- b. Availability of wheel chairs
- c. Disabled friendly washrooms
- d. Signage at appropriate places viz. lights, display boards and sign posts.
- e. Half hour concession in regular working hours is facilitated to disabled teaching and non teaching staff.
- f. Availability of Scribe.
- g. Institute website to be accessible for visually impaired students.
- h. Disability sensitization sessions as part of the Employees' and students' induction programme.
- i. Staff to be trained to assist persons with disabilities.

Issued By: HoD	Issue No.02	Date of Issue:10.01.2018	Approved By: Director
----------------	-------------	--------------------------	-----------------------

Director
 Director
 Director
 Director