



Ref. No. SRPCE/2024-25/174

Date: -7/6/2024

## Accessibility & Inclusion Policy

### 1. Title

**Accessibility & Inclusion Policy for Persons with Disabilities and Diverse Learners**

### 2. Preamble

In compliance with the provisions of the Rights of Persons with Disabilities (RPwD) Act, 2016, the Transgender Persons (Protection of Rights) Act, 2019, the National Education Policy (NEP) 2020, and the Accessibility Guidelines and Standards for Higher Education Institutions and Universities issued by the University Grants Commission (UGC) in June

2 this Accessibility & Inclusion Policy is framed to ensure equal opportunity, non-discrimination, and full participation of all learners in academic and campus life. The Institution is committed to creating an inclusive, barrier-free, and supportive environment that enables persons with disabilities (PwDs), transgender persons, and students from diverse socio-economic backgrounds to access quality higher education with dignity and independence.

### 3. Objectives of the Policy

The objectives of this policy are to:

- Ensure equal access to education for persons with disabilities and diverse learners.
- Provide reasonable accommodation and necessary support services,
- Create barrier-free physical, digital, academic, and administrative environments.
- Promote inclusive teaching-learning, assessment, and evaluation practices,
- Ensure compliance with UGC, AICTE, NAAC, and statutory requirements.
- Foster a culture of respect, sensitivity, and inclusion among all stakeholders.

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#### 4. Scope of the Policy

This policy applies to:

- All students (UG, PG, PhD, Diploma, Certificate courses)
- Teaching staff
- Non-teaching staff
- Contractual and visiting faculty
- Campus visitors, wherever applicable

#### 5. Definitions

- **Persons with Disabilities (PwDs):** As defined under the RPwD Act, 2016.
- **Reasonable Accommodation:** Necessary and appropriate modification or adjustment to ensure equal participation without imposing disproportionate burden.
- **Universal Design:** Design of environments, programs, and services usable by all people without adaptation.

#### 6. Institutional Commitment

The Institution shall:

- Provide a non-discriminatory and inclusive learning environment.
- Respect the dignity, autonomy, and privacy of persons with disabilities.
- Ensure confidentiality of disability-related information.
- Adopt Universal Design for Learning (UDL) principles wherever feasible.

#### 7. Governance Structure

##### 7.1 Equal Opportunity Cell (EOC)

The Institution shall establish an Equal Opportunity Cell / Disability Cell as per UGC norms.

##### Composition:

- Senior Faculty Coordinator (Chairperson)
- One administrative officer
- One faculty member
- One non-teaching staff member
- External expert / medical or rehabilitation professional (as required)



## **Functions:**

- Identify and address accessibility barriers.
- Facilitate need assessment and reasonable accommodation.
- Monitor implementation of accessibility measures.
- Handle grievances related to discrimination and accessibility.

## **8. Need Assessment and Reasonable Accommodation**

- A formal **Need Assessment Board** shall assess individual requirements.
- Need assessment shall be conducted at the time of admission and reviewed periodically.
- Reasonable accommodations may include:
  - Extra time in examinations
  - Scribe/reader/writer facilities
  - Assistive technologies
  - Flexible attendance and assessment methods
  - Accessible learning materials

## **9. Accessibility in Infrastructure**

The Institution shall progressively ensure:

- Barrier-free access to buildings and classrooms
- Ramps, handrails, accessible toilets, lifts (where feasible)
- Reserved parking for PwDs
- Proper signage with adequate contrast and font size
- Emergency evacuation plans inclusive of PwDs

## **10. Accessible Teaching-Learning Process**

Faculty members shall:

- Provide study materials in accessible formats (digital/soft copies).
- Use inclusive pedagogical practices.
- Allow use of assistive devices in classrooms.
- Offer flexibility in assignments, presentations, and attendance as per need.

## **11. Accessible Assessment and Examination System**

The Institution shall provide:

- Compensatory time as per UGC/University norms
- Scribes or assistive technology during examinations
- Alternative modes of assessment where necessary
- Separate and accessible examination venues, if required

## **12. ICT and Digital Accessibility**

- Institutional website and digital platforms shall strive to comply with accessibility standards (WCAG/GIGW).
- Online admission, learning management systems, and communication platforms shall be made accessible.
- Audio-visual content shall include captions/subtitles wherever possible.

## **13. Student Support Services**

The Institution shall provide:

- Academic counselling and mentoring
- Psychological and emotional support services
- Career guidance and placement support
- Inclusive participation in sports, cultural, and co-curricular activities

## **14. Grievance Redressal Mechanism**

- A dedicated grievance redressal mechanism shall be available for PwDs and transgender students.
- Complaints shall be addressed promptly and confidentially.

## **15. Awareness and Capacity Building**

The Institution shall:

- Conduct sensitization programs for faculty, staff, and students.
- Organize workshops on inclusive education and accessibility.
- Promote awareness about rights of persons with disabilities.

## 16. Monitoring, Review, and Documentation

- The IQAC shall monitor implementation of this policy.
- Periodic review and updates shall be undertaken.
- Documentation shall be maintained for NAAC, UGC, AICTE, and other statutory bodies.

## 17. Policy Review

This policy shall be reviewed every three years or earlier, if required, to incorporate changes in statutory guidelines and institutional needs.

## 18. Approval and Implementation

This Accessibility & Inclusion Policy is approved by the Competent Authority and shall come into force with immediate effect.

Approved by: Governing Body / Management

Date: 6/6/2024

Place: Nagpur



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