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UGC Approved

Section 2(f) & 12B

DIVYANGJAN POLICY (FOR PERSONS WITH DISABILITIES)

Policy No.:- IIMTU/RO/IQAC/2022/30

Message

The Divyangjan Policy is a significant policy topic that I would want to discuss today. The goal of this policy is to make our university a welcoming and inclusive place for people with disabilities.

I want to emphasise that diversity is our strength in the first place. No matter what their ability, each person contributes a unique set of viewpoints, skills, and experiences to our community. We have a duty to make sure that every student, staff member, and faculty member at our university feels appreciated, included, and empowered to realise their full potential.

The Divyangjan Policy will act as a blueprint for creating a system that supports accessibility and equal opportunity for people with disabilities. We are dedicated to reducing obstacles that can prevent them from participating in extracurricular, co-curricular, and academic activities. By doing this, we will encourage a culture that values and recognises the skills and talents of every person.

According to this policy, we will work to make our campus accessible to everyone by offering appropriate accommodations, assistive technologies, and support services. This covers digital resources, accessible infrastructure, and transportation options. To identify and solve particular needs and issues, we will closely collaborate with pertinent stakeholders, including students, teachers, staff, and disability support organisations.

It is crucial to remember that the entire university community must work together to successfully execute the Divyangjan Policy. We must all accept our responsibilities as supporters, allies, and agents of change. We can build a more accessible and inclusive university where everyone has an equal chance to learn, develop, and achieve by working together.

I urge every single one of you to become familiar with the clauses listed in the policy draught and to take part fully in the consultation process. In order to effectively meet the needs of our diverse community, this policy needs your input, recommendations, and observations.

Let's come together in support of inclusivity and opportunity for all to create a university that upholds compassion, respect, and diversity if we work together.

I appreciate your commitment for the noble cause as a responsibility.

Sincere regards,

Dr. Deepa Sharma
Vice Chancellor
01.04.2022



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DIVYANGJAN POLICY
(FOR PERSONS WITH DISABILITIES)

[Reference: Draft of National Policy For Persons with Disabilities (Divyangjan), 2021, Department of Empowerment of Persons with Disabilities (Divyangjan) Ministry of Social Justice and Empowerment, GoI]

"When we do the best we can, we never know what miracle is wrought in our life or the life of another."

- Helen Keller

"The problem is not how to wipe out the differences but how to unite with the differences intact."

-Rabindranath Tagore

IIMT University strictly abides by the Rights of Persons with Disabilities Act, 2016 that prohibits discrimination against individuals with physical and mental disabilities.

DISABILITY (Divyangjan):

Disability is a term that includes motor and sensory limitations (e.g., mobility, vision, or hearing impairments). The term disability 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 (ABI), and Acquired Immune Deficiency Syndrome (AIDS). Many disabilities vary in degree and type of limitations; therefore, accommodations must also vary and should be tailored for the needs of the individual with disability.

QUALIFIED PERSON WITH DISABILITY:

The expression "qualified individual with a disability" alludes to a person with a disability who is qualified to participate in any given University program or activity. With regard to enrolment, a certified individual with a disability must fulfill the scholastic guidelines required for affirmation

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and meet the scholarly necessities set up for any given course, degree, or certificate program. With respect to 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 the Government rules.

CATEGORIES OF THE DISABILITY

As per the guidelines of the University Grants Commission and the Ministry of Social Justice & Empowerment and the Ministry of Human Resource Development, Government of India, the "Disability" is classified in following categories:

- Blindness
- Low vision
- Leprosy-cured
- Hearing impairment
- Loco motor disability
- Mental retardation
- Mental illness

National Policy For Persons with Disabilities (Divyangjan), 2021:

This policy is based on the principles underlined by United Nations Convention on the Rights of Persons with Disabilities, UNCRPD, Incheon Strategy and Right of Person with Disabilities (RPwD) Act, 2016. The key principles adopted in the policy are:-

- Recognizes that persons with disabilities are valuable human resource
- Recognizes that the persons with disabilities are entitled to all rights and freedom equally with others.
- Recognizes that the discrimination on the ground of disability is violation of inherent dignity.
- Recognizes the diversity of persons with disabilities.
- Recognizes the need to promote and protect the human rights across all categories of persons with disabilities including those requiring high support.

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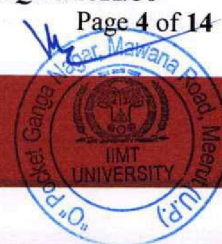
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- Recognizes the importance for persons with disabilities of their individual autonomy, independence and freedom to make their own choice.
- Recognizes that women and girls with disabilities are at greater risk and are prone to violence, abuse and exploitation.
- Recognizes that children with disabilities should have the freedom on equal basis at par with children without disability.
- Recognizes the importance of accessibility to the physical, social, economic and cultural environment, for health and education, sports, recreation and to ICT ecosystem in enabling PwDs to fully enjoy their fundamental rights and freedom.
- Notes that there are increasing opportunities for promoting and protecting the rights of persons with disabilities, including through the use of new technologies for enhancing the accessibility of the physical environment, public transportation, knowledge, information and communication.
- Recognizes the need for developing mechanism to involve persons with disabilities in decision making processes at every stage of planning and policy execution.
- Recognizes the need to create positive attitude towards persons with disabilities in the society.
- Realizes the importance of international cooperation for empowerment of persons with disabilities
- Emphasizes the need to provide a gender perspective thrust to promote empowerment of persons with disabilities.
- Recognizes the greater role of Government in ensuring, promoting and upholding the rights of persons with disabilities and in promoting the inclusion of disability dimensions in the development agenda in line with SDGs 2030.
- Emphasizing the use of Indian Sign Language as an effective mode of nonverbal communication in line with the provisions of UNCRPD.

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CONSTITUTIONAL GUIDELINES

The Constitution of India ensures equality, freedom, justice, dignity of all individuals and implicitly mandates an inclusive society for all including persons with disabilities. In the recent years, there have been vast and positive changes in the perception of the society towards persons with disabilities. It has been realized that a majority of persons with disabilities can lead a better quality of life if they have equal opportunities and effective access to rehabilitation measures.

CERTIFICATION OF DISABILITY

The Central Government notified the guidelines for assessment of specified disabilities covered under the RPwD Act 2016. These guidelines provide composition of Medical Authorities for assessment and certification process. For disability certification, various experts such as Ophthalmologist, ENT Specialist, Audiologist, Speech and Language Pathologist, Orthopaedic/PMR Specialist, Clinical Psychologist/ Rehabilitation Psychologist, Neurologist, Psychiatrist, Special Educator, Occupational Therapist etc are required at the district level.

As per the RPwD Act, 2016 and Rules made thereunder the competent Medical Authorities notified by the States/ UTs are empowered to issue Certificate of Disability.

The Central Government has launched the Unique Disability Identity (UDID) Project which provides an online platform for application and certification of disability. Online certification through UDID Portal is now made mandatory from 01.06.2021.

THE UNIVERSITY POLICY

The earlier emphasis on medical rehabilitation has now been replaced by an emphasis on social rehabilitation for the disabled. There has been an increasing recognition of abilities of persons with disabilities and emphasis on mainstreaming them in the society based on their capabilities. The IIMTU particularly plays a very important role in this aspect. Although the percentage of disabled persons is very less, yet, the university makes adequate arrangements and extends facilities to the

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students who are disabled in any way. The IIMTU is against all kinds of discrimination on any grounds including disability. It follows the legislation by the constitution of India in which persons with disability must be given equal opportunities, have protection rights and be allowed for full participation in every activity. The IIMTU is committed to provide education, employment and create a barrier free environment for all. All the faculty & staff members of the institute shall strive to extend a helping hand towards the differently abled so as to make sure that they benefit from the courses, administrations and activities. Disability sensitization sessions are integral part of the students and Employee induction programme.

OBJECTIVES OF THE POLICY

- To provide accessible and inclusive education at the university.
- To create a culture that is inclusive, non-discriminatory, non-exploitative for all in all spheres of work and education.
- To create suitable and robust regulatory mechanism for effective delivery of services for disabled students and Staff of the university.
- To ensure implementation of all legislations with respect to persons with disabilities.
- To ensure full participation of persons with disabilities in all activities of the university and to provide them the equal opportunities for development.
- Facilities are extended from time to time as per government rules.
- To ensure the awareness programmes for all the teachers and non- teaching staff regarding the issues of accessibility.

The University shall provide the following support for the disabled students:

Admission:

A person who has been certified by a recognized agency for his/her disability is given admission through a reservation policy. Admission policy of the University offers 5% reservation for persons with disabilities in all the courses offered by University. The University will ensure the representation of all the types of disabilities listed in Rights of Persons with Disabilities 2016 (Section 16 PWD Act 2016) as per government regulations from time to time.

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➤ **The Placement cell:**

Cell shall provide support to the students with disability and assist them in getting appropriate employment at the end of their degree/certificate course from University. A counselor-cum-placement officer shall be appointed solely for their guidance.

➤ Students interested in **Sports** will be given special attention.

➤ **Exam Policy:**

Sensible convenience will be made to meet the necessities of the students with disabilities.

University Grants Commission (UGC) in India has provided guidelines and policies to ensure that physically handicapped persons, or persons with disabilities (PwDs), have equal opportunities to participate in examinations conducted by higher education institutions.

Here are some general principles and provisions for examinations of PwD being followed by the university,

1. **Extra Time:**

PwDs are typically eligible for extra time during examinations to compensate for any disability-related difficulties they may face. The guidelines suggest granting additional time as per the specific needs of the individual, which may vary depending on the type and severity of the disability.

2. **Scribes/Assistants:**

PwDs who require assistance during examinations, such as those with visual impairments or certain physical disabilities, may be allowed to have scribes or assistants. These scribes/assistants are responsible for writing or typing answers as dictated by the PwD. University will follow the guidelines and ensure proper arrangements for scribes/assistants, including their selection and training.

3. **Use of Assistive Devices:**

PwDs may be allowed to use assistive devices during examinations, subject to certain guidelines. For example, students with visual impairments may use screen

readers, students with hearing impairments may use hearing aids or cochlear implants, and students with locomotor disabilities may use appropriate assistive devices as required. The specific devices allowed may depend on the nature of the examination and the guidelines provided by the University.

4. **Examination Venue Accessibility:**

University will ensure that examination venues are accessible to PwDs. This includes providing facilities such as ramps, elevators, accessible washrooms, Battery car to take from main gate to the blocks, wheelchairs and appropriate seating arrangements to accommodate individuals with mobility challenges. The guidelines also emphasize the need for barrier-free access to examination halls and related facilities.

5. **Sensitization and Training:** Faculty and examination staffs are encouraged to undergo sensitization and training programs to better understand the needs and requirements of PwDs during examinations. This training may include awareness about specific disabilities, providing appropriate accommodations, and ensuring a fair and inclusive examination environment.

The guidelines and regulations have been issued by the examination department for use of scribe in exams. The visually impaired students will be provided the scribes to write their exams.

- The university shall provide **Counselling** for the students with disabilities on the types of courses they can study at the **higher education**.
- Assess the **Educational needs** of persons with disabilities enrolled in the higher education. To Conduct **Awareness programs for teachers** about the approaches to teaching, evaluation procedures, etc, which they should adapt for the students with disability.
- Provide support to the students with disability and assist them in getting appropriate Employment after their studies at University.
- Conduct regular Remedial Coaching Classes for persons with disabilities.
- **Accessibility:** Providing access means making all the institutional services, activities and the benefits thereof, fully available to qualified people with disabilities. The university shall provide various provisions in creating a disabled friendly campus. The campus should be

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barrier free and accessible for persons differently-abled.

➤ **Library facilities:**

- To provide accessible textbooks and study material to all students with disabilities.
- To ensure that web services are compliant to National and international accessibility standards and regulations such as Web content Accessibility Guidelines WCAG with appropriate version and Government of India Guidelines for Web accessibility.
- Audio Books
- Web accessibility
- Braille books available

MOBILITY DEVICES

Persons utilizing mobility devices, such as wheelchairs, crutches, and walkers, as well as those walking with the assistance of others, are given adequate room as per the guide lines listed.

- A person in a wheelchair's range of reach (forward and side; with or without obstruction) will be considered. The dimensions of wheelchairs in use in the area should be considered. The standard size of a wheel chair is 1050mm x 750mm (as per ISI).
- The minimum width of the space for wheelchair entry should be 900mm, the length should be 1200mm, and the breadth will be 1600-2000mm. (for the reason of rotation of the wheelchair).
- The forward reach will be a minimum of 380mm and a maximum of 1300mm without obstruction.
- Grasp reach will be a maximum of 500mm and Touch reach will be a maximum of 600mm. For locking and opening controls for window and doors should not be more than 1400mm from the finished floor usable by one hand.

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- Switches for electric light and power as well as door handles and other fixtures and fittings should be between 900 mm - 1200 mm from finished floor.
- Power point for general purpose should be fixed between 400-500 mm from the finished floor.

PARKING PROVISIONS

The following provisions will be made for vehicle parking of persons with disabilities

- Surface parking for two cars spaces near the entrance for physically handicapped people with a maximum travel distance of 30 meters from the building entrance will be provided.
- The width of parking bay will be minimum 3.60 Meter.
- A sign indicating that the space is reserved for wheelchair users will be prominently displayed.
- Guiding floor materials will be provided.

APPROACH TO PLINTH LEVEL

- Every building will have at least one handicapped-accessible entrance, which will be clearly marked.
- To enter the building, the ramp will be finished with non-slip material.
- Minimum width of ramp will be 1800 mm with maximum gradient 1:12
- The length of the ramp will not exceed 9.0 meters, with a double railing on both sides at a height of 800-900 mm, extending 300 mm beyond the top and bottom of the ramp.
- There will be a 50 mm gap between the adjacent wall and the handrail.
- A ramp's grade will be a gentle increase of 10mm for every 120mm of travel.
- At the top and bottom of a ramp, a flat surface of 1500mm or more in length will be provided.

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STEPPED APPROACH

- The tread will be at least 300mm wide, with a maximum riser of 150mm.
- A 900mm high handrail will be installed on both sides of the stepped approach, identical to the ramped approach, with a 40mm diameter and a 50mm spacing from the wall.

CORRIDOR

- Minimum width of corridor will be 1500mm.

TOILET

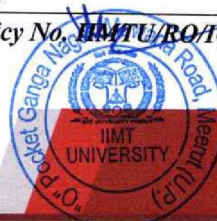
- In each set of toilets, one unique western closet for the handicapped will be provided, with a washbasin at the door.
- The door will have a minimum clear opening of 900mm and must swing out.
- The western closet seat will be 500mm above the ground level.
- The toilet floor will have a non-slip surface with no variation in level.

SIGNAGES

- Signs will include the symbol of access as well as the direction and name of the accessible facility.
- The height of the letter will be readable at various viewing distances.

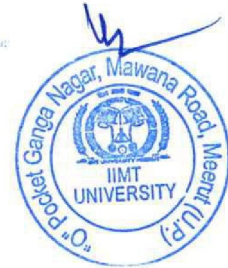
OTHER FACILITIES

- Allowed a space under the counter of 700mm height and 350mm depth to make a counter wheelchair accessible.



Other facilities to be made available for Employees, Students & Visitors:

- Ramps are made to ensure free movement of the students, employees and visitors.
- Each block is having lift facility.
- Toilets special Toilet is available in an easy access area for students, employees and visitors
- Battery car and Wheel chairs are provided for disabled students in the campus.
- The hostel rooms in the university hostels to be allocated to the differently-abled students in the ground floor only.



Summary of Concessions to Physically and Mentally Handicapped Candidates

S. No.	Category	Concessions/ Benefits	Conditions	University order/ Examination manual
1	Physically Challenged Candidates with a permanent nature of disability who are unable to move their hands freely and write with normal speed	Extra time of 15 minutes per hour for all Semester Examination during the entire Programme.	Application to be accompanied by a medical certificate issued from Govt. Medical Board with photograph of the candidate showing the actual handicap duly attested by the specialist concerned	Policy No. IIMTU/RO/IQAC/2022/30 Dated: 02/04/2022
2	Physically challenged candidates (due to Spastic Cerebral Palsy) Suffering from physical disability which is of a permanent nature, characterized by total inability to move their hands and thus unable to write on their own	Service of a scribe and benefit of extension of time of 15 minutes per hour for writing answers during every Semester Examinations. OR Use of Computer to students with writing disabilities who cannot write with their hands and benefit of extension of time of 15 minutes per hour for writing answers during every Semester Examinations.	On production of a certificate to that effect from a Govt. Medical Board along with a photograph of the candidate showing the actual handicap attested by the specialist concerned	



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3	Partially blind candidate having visual standards from 20% to 50% (i.e., a disability of 50% to 80%)	Extra time of 30 minutes to answer each paper of 3 hours duration with proportionate reduction for exams of shorter duration	Certificate in original from a Govt. Medical Board regarding visual standards/visual disability	
4	Blind Candidates having visual standards from 1% to 19% (i.e., a disability of 81 % to 100%)	Extra time of 45 minutes to answer each paper of 3 hours duration with proportionate reduction for exam of shorter duration Benefit of a Scribe to write the examination. Exemption from the payment of examination fee for all Semester Examinations including supplementary and improvement examinations.	Certificate in original from the Govt. Medical Board regarding their disability	
5	Mentally challenged candidates having a disability of 40% or more	Services of an interpreter/Scribe Grace marks @ 25% of the total marks for theory papers, irrespective of the percentage of disability. Use of computers Benefit of extension of time of 15 minutes per hour for writing answers during End Semester examinations.	Certificate from a competent medical board specifying the percentage of disability	





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