

**ATSS**  
**Institute of Industrial and Computer Management and Research**  
**Nigdi, Pune- 44**

**Preamble:**

The institute takes utmost care in providing needed amenities and creates an environment of inclusive education for students..

<b>Policy for Divyangjan</b>	
<b>Topic</b>	<b>Policy for Divyangjan</b>
<b>Aim</b>	<ul style="list-style-type: none"><li>• To recognize that Persons with Disabilities are valuable human resource and seeks to create an environment that provides them equal opportunities, protection of their rights and full participation in society</li></ul>
<b>Policy Objectives</b>	<ul style="list-style-type: none"><li>• To create Inclusive Culture to avoid discrimination, exploitation and exclusion of Disable Students and Staff from all spheres of work and education.</li><li>• To create suitable regulatory mechanism for effective delivery of services to Disable Students and Staff</li><li>• To ensure implementation of all legislations with respect to persons with disabilities.</li><li>• To ensure full participation of persons with disabilities and to provide them the equal opportunities for development.</li><li>• To provide necessary budget allocation to achieve above objectives.</li></ul>
<b>Policy Applicability</b>	Divyangjan policy is applicable to those who comprises 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 (ABI), 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.

**Policy Details**

- a) Assuring that the buildings, toilets, laboratories, libraries, etc. are barrier free and accessible to all types of differently abled person
- b) Ensuring inclusion and effectiveness in participation of differently abled students in curricular, co-curricular and extra-curricular activities.
- c) Adopting suitable medium and method of teaching for differently abled students.
- d) Providing assistance to students in the learning process apart from regular class hours
- e) Providing education and training resources/materials in an accessible format.
- f) Providing assistance of facility in examination.
- g) Permitting the people with disabilities to use their personal assistive devices in campus.
- h) Updating the facilities available for differently able in campus.
- i) Providing parents-teachers Counseling and addressing the grievances through grievance Redressal System
- j) Ensuring that the differently abled people have equal opportunities for sports and games.

• Every member of the college is made aware of the amenities and facilities available for the disabled and support them and access the in-house resources.



*Belkani*  
DIRECTOR  
Institute of Industrial & Computer  
Management & Research [I.I.C.M.R.]  
Nigdi, Pune - 411 044