ACCOMMODATION POLICY FOR PERSONS WITH DISABILITIES ALIGNED WITH UGC ACCESSIBILITY GUIDELINES (2022) AND RPWD ACT 2016

Issue: 05; Revised on 2024

Policy Created on	July 2009
1st Revision amended on	IQAC Meeting held on 27th October 2017
2nd Revision amended on	IQAC Meeting held on 31st March 2021
3rd Revision amended on	IQAC Meeting held on 16th June 2023
4th Revision amended on	IQAC Meeting held on 8th October 2024

1. INTRODUCTION

BSACIST is committed to providing **reasonable accommodations** to ensure equitable access and participation for persons with disabilities (PwDs) in alignment with **SDG 4 (Quality Education)**, **SDG 5 (Gender Equality)**, and **SDG 10 (Reduced Inequalities)**. This policy operationalizes the UGC Accessibility Guidelines (2022) and the Rights of Persons with Disabilities Act (2016) to eliminate barriers in education, employment, and campus life.

2. DEFINITION OF REASONABLE ACCOMMODATION

As per Section 2(y) of the RPWD Act 2016:
"Necessary and appropriate modifications or adjustments, without imposing a disproportionate or undue burden, to ensure PwDs enjoy equal rights and freedoms."

3. SCOPE

Applies to:

- **Students** (admissions, academics, assessments, campus life)
- **Faculty & Staff** (recruitment, workplace adjustments, career growth)
- **Visitors** (events, conferences, facilities)

4. KEY OBJECTIVES

1. Ensure **individualized support** based on need assessments.

2. Guarantee **universal accessibility** in infrastructure, ICT, and services.

3. Allocate **dedicated funding** for accommodations.

4. Foster an **inclusive campus culture** through awareness and training.

5. POLICY COMPONENTS

5.1 Need Assessment Process

- **Step 1:** PwDs submit accommodation requests via the **Disability Support Office (DSO)**.

- **Step 2:** DSO conducts assessments using:
  - Medical/functional evaluations.
  - Consultations with CRC/DDRC experts (for complex cases).
  - Input from faculty/staff mentors.

- **Step 3:** Customized accommodation plan approved within **15 working days**.

5.2 Types of Accommodations

Category	Examples
Physical Infrastructure	Ramps, lifts, tactile pathways, wheelchair-friendly furniture, accessible restrooms.
Academic Support	Extra exam time scribes, Braille/audio question papers, flexible attendance.
Assistive Technologies	Screen readers, Braille displays, speech-to-text software, sign language interpreters.
Financial Assistance	Fee waivers, subsidized assistive devices, travel allowances, therapy/medical support.
Social-Emotional Support	Peer mentoring, counseling, sensitization workshops, accessible grievance redressal.

5.3 Funding Mechanism

- **Annual Budget Allocation:**
  - Adequate **budget** for disability accommodations.
- **Funding Priorities:**
  - Infrastructure retrofitting (ramps, lifts).
  - Procurement of assistive technologies.
  - Training for faculty/staff on inclusive practices.
- **Transparency:** Publicly report expenditures on the institution's website.

5.4 Training & Awareness

- **Mandatory Workshops:**
  - Disability etiquette, use of assistive tech, UDL (Universal Design for Learning).
  - **Frequency:** Biannual for faculty/staff; orientation for students.
- **Student Initiatives:**
  - Disability awareness campaigns, ISL (Indian Sign Language) classes, inclusive clubs.

6. GOVERNANCE & MONITORING

- **Equal Opportunity Cell (EOC):**
  - Led by Dean (Student Affairs), Director (IQAC) and Registrar.
  - Periodic audits of accommodation implementation.
- **Compliance Metrics:**
  - Accessibility audits (physical and digital).
  - Student satisfaction surveys (biannual).
  - Grievance resolution rate (target: 100% within 15 days).

7. GRIEVANCE REDRESSAL

- **Process:**
    i. Submit complaint via online portal/DSO.
    ii. Resolution by EOC within **15 days**.

- **Anti-Discrimination Clause:** Violations may lead to disciplinary action under institutional policies.

REGISTRAR