



AKS University SATNA

The University with Difference

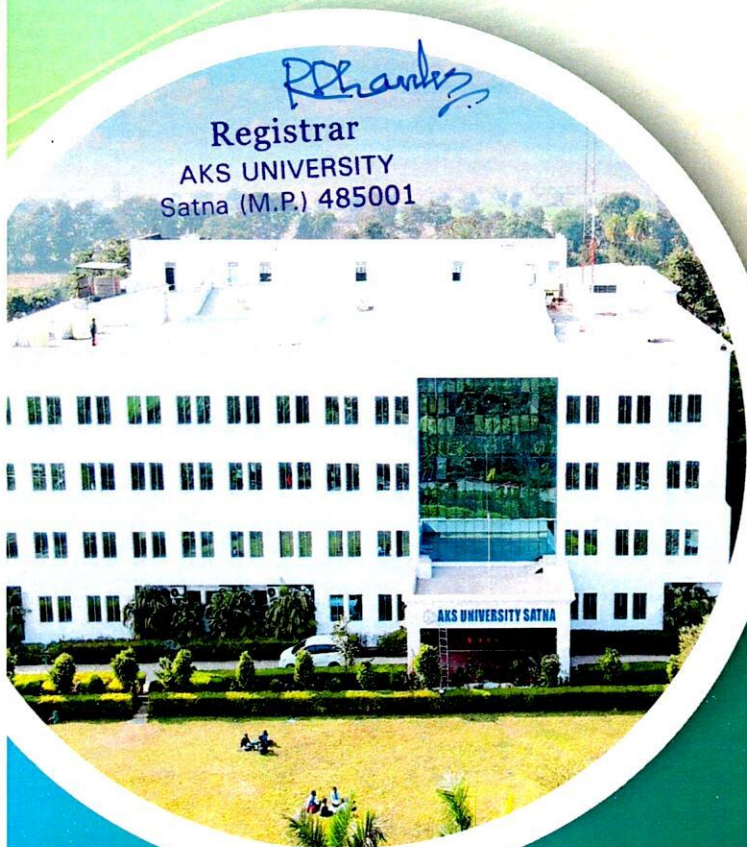
Disabled Friendly and Barrier Free Environment Policy

R.Dhankar

Registrar
AKS UNIVERSITY
Satna (M.P.) 485001

B.A. Chopade

Professor B.A. Chopade
Vice - Chancellor
AKS University
Satna, 485001 (M.P.)



Sherganj, Panna Road,
Satna-485001 (M.P.)

Email: info@aksuniversity.ac.in

Web: www.aksuniversity.ac.in



Contents

Sl No	Item	Page no
1	Preamble	1
2	Scope of the Policy	1
3	Objective of the Policy	2
4	Definitions	3
5	Disability	3
6	Qualified Person with Disability	3
7	Committee for Disability	4
8	Enabling Units for persons with disabilities	5
9	Accessibility policy	5
10	Principles of accessibility	6
11	Examination Policy	6
12	Accessibility and Access Audit for Persons with Disabilities	6
13	Implementation	7
14	Approval and Review	7



Disabled Friendly and Barrier Free Environment Policy of AKS University

1.0 Preamble

At AKS University, education transcends traditional boundaries, offering an unparalleled experience that is unmatched by any other institution in its league. It encompasses the full spectrum of life: Education, Employment, and Existence. This approach anticipates the future of education, recognizing that a learning environment isolated from the real-world context is inherently backward.

AKS University is committed to fostering an equitable environment for individuals with disabilities, guided by the principles of the Rights of Persons with Disabilities Act, 2016, which mandates non-discrimination based on physical or mental disabilities. In compliance with this act, AKS University actively works to prevent any form of discrimination and aims to provide a holistic and inclusive educational and working atmosphere for all students and staff, ensuring dignity and respect for every individual. The university's leadership and community are dedicated to supporting persons with disabilities, ensuring they fully benefit from the university's programs, administration, and activities. This commitment extends to all faculty, students, and administrative staff.

The Disabled Friendly Environment Policy at AKS University is crafted with a deep understanding of the needs of individuals with disabilities. The university prioritizes the provision of necessary facilities and fosters an inclusive educational environment that embraces all members of its community.

2.0 Scope of the Policy

- i. **Guaranteeing** that all university facilities such as buildings, restrooms, laboratories, and libraries are **accessible** and free of barriers for individuals with various disabilities.
- ii. **Promoting inclusive participation** of students with disabilities in all academic and extracurricular activities, ensuring their full engagement and success.



- iii. **Implementing adaptive teaching methods** tailored to the diverse learning needs of students with disabilities.
- iv. **Offering additional support** to students with disabilities beyond regular classroom hours to enhance their learning experience.
- v. **Making educational and training materials available** in formats accessible to all students, regardless of their abilities.
- vi. **Facilitating examination processes** by providing necessary assistance and accommodations for students with disabilities.
- vii. **Communicating transparently** about the range of facilities and support services available on campus.
- viii. **Allowing personal assistive devices** on campus to support the independence of students with disabilities.
- ix. **Regularly updating** campus facilities to meet the evolving needs of students with disabilities.
- x. **Conducting parent-teacher counseling** and addressing concerns through an effective grievance redressal system.
- xi. **Organizing counseling sessions** with qualified psychologists on campus to support the well-being of students.
- xii. **Ensuring equal opportunities** in sports, games, and cultural activities for all students, including those with disabilities.
- xiii. **Raising awareness** among all university members about the resources available for students with disabilities and encouraging their support in accessing these resources.

3.0 Objective of the Policy

The objectives of the policy are:

- i. **Fostering an Inclusive Culture** to prevent discrimination, exploitation, and exclusion of disabled students and staff in all areas of professional and educational life.



- ii. **Establishing a robust regulatory framework** to ensure the effective provision of services to disabled students and staff.
- iii. **Guaranteeing the enforcement of all disability-related legislation** to protect the rights and interests of persons with disabilities.
- iv. **Delivering accessible and inclusive education** to accommodate the diverse needs of all students.
- v. **Promoting full participation** of individuals with disabilities and providing equal opportunities for their growth and development.
- vi. **Allocating the necessary budget** to support the realization of these objectives.

4.0 Definitions: The terms used in the policy have the same meaning mentioned in chapter I of the rights of the persons with disability Act 2016.

5.0 Disability

The term ‘disability’ encompasses a broad range of conditions that affect an individual’s ability to perform certain tasks. This includes, but is not limited to, **motor and sensory impairments** such as difficulties with movement, sight, or hearing. It also covers a spectrum of conditions resulting from chronic diseases and syndromes, as well as **invisible disabilities** like mental health disorders, cognitive dysfunctions, and learning challenges. Conditions such as heart disease, diabetes, asthma, arthritis, epilepsy, **Acquired Brain Injuries (ABI)**, and **Acquired Immune Deficiency Syndrome (AIDS)** also fall under the umbrella of disability. Given the diverse nature and extent of these disabilities, it is essential that accommodations are **customized** to meet the unique requirements of each individual.

6.0 Qualified Person with Disability

The phrase “qualified individual with a disability” refers to a person with a disability who meets the eligibility criteria for participation in any university programme or activity. Specifically:



i. In terms of enrollment, such an individual must satisfy the academic standards for admission and uphold the academic requirements established for any particular course, degree, or certification programme.

ii. **Regarding employment**, training, job duties and advancement opportunities, a qualified individuals with a disability is expected to be capable of performing the fundamental duties of the position.

iii. Nevertheless, accommodations and modifications will be provided in academic with governmental regulations.

7.0 Committee for Disability

AKS University will constitute a specialized committee for people with disabilities which will be responsible in preparing, executing and amending policy and guidelines for persons with disabilities. The committee will consist of minimum eight faculty members selected from different faculties, specialist in the field and people with disabilities. All committee members shall be appointed by the Vice-Chancellor. The committee shall meet quarterly in a year to review the concerned activities.

The major functions of expert committee for persons with disabilities include:

- To address all disability related issues in the University.
- To ensure overall accessibility for people with disability in the entire University system including departments.
- To guide activities of the enabling units or resource centre by providing expert suggestions.
- To determine major grievances pertaining to any matter of persons with disabilities. If it is not resolved, it should be sent to the dignitaries.



8.0 Enabling Units for persons with disabilities:

AKS University is set to establish a comprehensive educational resource center on its campus, specifically designed to cater to individuals with disabilities. This center, known as the Enabling Unit, will be overseen by a coordinator appointed by the Vice-Chancellor. Additionally, a faculty member will serve as a counseling officer for the unit. The university will ensure the unit is well-staffed to fulfil its various roles and responsibilities, working in tandem with the expert committee for persons with disabilities to execute the university's policies for this demographic.

The primary objectives of the Resource Center/Enabling Unit include:

- Offering guidance to disabled students regarding suitable higher education courses.
- Maximizing the enrolment of disabled students through the general admission quota.
- Helping disabled students with fee waivers, exam protocols, and adherence to reservation norms in line with governmental guidelines.
- Evaluating the academic requirements of disabled students in higher education.
- Educating faculty on teaching methods and assessment strategies tailored for students with disabilities.
- Supporting disabled students in securing suitable employment post-graduation.
- Organizing ongoing Remedial Coaching Classes to aid students' learning processes.

9.0 Accessibility policy:

Ensuring accessibility entails granting individuals with disabilities complete and equitable participation in all services, activities, and their associated advantages. It is imperative for the University to implement measures that foster an inclusive campus environment. The administration and academic staff are committed to providing suitable accommodations tailored to the needs of each individual with a disability, as well as actively addressing any issues of accessibility. The goal is to create a campus environment that is free of obstacles and welcoming to all individuals, regardless of their abilities.



10.0 Principles of accessibility

The following principle of accessibility is essential follow.

- i. Undergraduate, Postgraduate, and Research initiatives are fully accessible to everyone.
- ii. Textbooks and educational resources are made available to students with disabilities in an accessible format.
- iii. Awareness programs are conducted regularly to educate faculty and staff about accessibility challenges and solutions.
- iv. Web services adhere to both national and international standards for accessibility compliance.

Additionally, the University is committed to inclusive representation, ensuring that individuals with all forms of disabilities recognized in the Rights of Persons with Disabilities Act, 2016, as well as subsequent governmental guidelines, are accounted for and supported.

11. Examination Policy:

AKS University is dedicated to implementing necessary modifications within its curriculum and evaluation system to accommodate the unique requirements of students with disabilities. The institution will ensure that reasonable adjustments are made to cater to the needs of all students with disabilities. The examination department will also arrange for the provision of scribes during exams, as needed.

12. Accessibility and Access Audit for Persons with Disabilities

Facilities shall be made available for Disabled Employees and Students

- Lifts, ramps and disabled friendly toilets
- Battery Cars may be provided for teachers and staff inside the campus. Half an hour concession in regular working hours shall be extended to disabled teaching and non-teaching staff.



- Facilities are to be provided time to time as per government rules.
- Website needs to be accessible for visually impaired students. Disability sensitization sessions shall be a part of the students and employee induction programmes.
- Staff to be properly trained to assist persons with disabilities, including persons with learning disabilities.
- Audio Books shall be made available

The audit process should be meticulously organized to ensure its effectiveness and productivity. It should include the involvement of a sufficient number of participants. The access audit is to be conducted in collaboration with the local organization, Helpers of the Handicapped. Furthermore, the Vice-Chancellor is responsible for establishing an Access Audit Committee to promote a barrier-free infrastructure in accordance with the UGC Scheme for Persons with Disabilities.

13.0 Implementation

The implementation of this policy will be carried out by the estate office, the registrar's office, and the examination controller's office, in collaboration with the relevant stakeholders wherever necessary

14.0 Approval and Review

This policy is subject to a triennial review or more frequently if necessary, to integrate any essential changes deemed appropriate. The university's registrar will serve as the policy's guardian.
