



Dempo Charities Trust's

SRINIVASSA SINAI DEMPO COLLEGE OF COMMERCE AND ECONOMICS

Cujira-Bambolim, Goa.

INSTITUTIONAL POLICY FOR PERSONS WITH DISABILITIES

Right of Persons with Disabilities Act, 2016 prohibits discrimination against individuals with physical and mental disabilities. Srinivassa Sinai Dempo College of Commerce and Economics discourages all kinds of discrimination, including against those with disability. The college promotes and inculcates values of love, compassion, equality, justice and creates awareness of the problems of the disadvantaged sections of the society. The college has an all-inclusive policy, accepting people with disabilities and strives to adopt a comprehensive and inclusive teaching and learning environment in which in-capacitated students and employees are not distraught or treated unfavourably.

DISABILITY

‘Disability’ is a term that includes 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), as well as Acquired Immune Deficiency Syndrome (AIDS). Many disabilities vary in degree and type of limitation therefore, accommodations also vary and should be tailored to the needs of the individual.

Koranka

THE MISSION

Through this policy, Srinivassa Sinai Dempo College of Commerce and Economics commits itself to ensure fair and inclusive treatment of the staff and students with disability and special needs. The mission is to enable all differently-abled students and staff to participate fully in the academic, intellectual, social and cultural life of the college and society.

OBJECTIVES

In keeping with its mission, Srinivassa Sinai Dempo College of Commerce and Economics, commits itself:

1. To create awareness/sensitize the staff and students about the rights of persons with disabilities.
2. To provide an inclusive teaching and learning environment for differently-abled students, provide counselling, and trained readers and writers.
3. To make the college environment secure, accessible and friendly for the differently-abled by providing necessary infrastructure and academic support.
4. To fulfil all statutory requirements for differently-abled persons by providing equal opportunities in the teaching, learning and employment process.

POLICY

Inclusion and Anti-Discrimination

- Organisation of awareness and sensitisation programmes and events for able-bodied staff and students to make the college a safe space for people with disabilities.
- Providing personal and professional counselling, keeping in view special needs of the differently-abled.
- Implementation of admission policies for people with disabilities in accordance with the guidelines for admissions of the UGC.
- Adherence to the orders of the government and the university with respect to fee concessions, examination procedures, reservation, policies and other aspects pertaining to differently-abled persons.
- Training the college staff in disabled-friendly teaching practices within and outside the classroom.
- Conduct of remedial classes for students with disabilities.



- Adherence to the roster of appointment of the teaching and non-teaching staff for the PwD category.

Infrastructure support

The college infrastructure provides facilities such as elevator, railings, barrier-free entry / exit area, accessible washrooms and shall provide necessary facilities such as ramps and wheelchairs where possible-

Examination policy

The institution shall follow the university guidelines in terms of the facilities to be provided to the students with disabilities during the examinations. The institution shall provide or allow scribes for candidates who are in need while appearing for the examinations. Extra time of 30 minutes shall be provided to such candidates.

The institution shall follow the guidelines of the government and those of the university and will ensure that persons with disabilities are encouraged whenever necessary.


Dr. Aruna Mesquita e Noronha

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