

Divyangjan Policy (Policy for Persons with Disabilities)




REGISTRAR
ATLAS SKILLTECH UNIVERSITY

1	Name of Policy	Divyangjan Policy (Policy for Persons with Disabilities)
2	Brief Description of the Policy	This policy aims to foster an inclusive, accessible, and equitable learning and working environment at ATLAS SkillTech University for students, faculty, and staff with disabilities. It is designed in accordance with the Rights of Persons with Disabilities Act, 2016 and UGC Guidelines for Accessibility and Inclusion in Higher Education Institutions. The policy ensures barrier-free infrastructure, academic accommodation, assistive services, and regular sensitization initiatives to support and empower Divyangjan in all aspects of university life.
3	Approved by	Governing Body
4	References for the policy	<ol style="list-style-type: none"> 1. The Rights of Persons with Disabilities Act, 2016 (Ministry of Social Justice and Empowerment, Government of India) 2. UGC Guidelines for Accessibility and Inclusion of Persons with Disabilities in Higher Education Institutions, 2018 3. National Education Policy (NEP) 2020 – Guidelines on inclusive education 4. Web Content Accessibility Guidelines (WCAG) 2.1 – International standard for digital accessibility

1. Preamble:

ATLAS SkillTech University affirms its commitment to promoting diversity, equity, and inclusion by ensuring an accessible and barrier-free environment for persons with disabilities (Divyangjan). In alignment with the Rights of Persons with Disabilities Act, 2016 and the UGC Guidelines for Accessibility in Higher Education Institutions, this policy outlines the University's approach to fostering an inclusive ecosystem for students, faculty, staff, and visitors with disabilities.

2. Objectives of the Policy:

- To create an inclusive academic and administrative culture, preventing discrimination or exclusion based on disability.
- To establish a supportive regulatory and administrative framework for students and staff with disabilities.
- To ensure full compliance with all applicable legislation related to persons with disabilities.
- To provide accessible infrastructure, academic resources, and services.
- To ensure equitable participation and opportunities for development and growth.
- To make budgetary provision for the effective implementation of inclusion measures.
- To uphold the definitions and spirit of the Rights of Persons with Disabilities Act, 2016.

3. Definition of Disability:

The term “disability” includes:

- Physical impairments (e.g., locomotor disabilities, visual impairment, hearing loss)
- Cognitive and developmental disorders (e.g., intellectual disabilities, learning disabilities)
- Psychological and emotional disorders (e.g., mental illness, autism)
- Chronic and invisible disabilities (e.g., epilepsy, diabetes, cardiac conditions)
- Multiple disabilities and other conditions defined under the RPwD Act, 2016

4. Qualified Person with Disability:

A qualified person with a disability is:

- A student who meets the academic requirements for admission to a program.
- An employee who can perform the essential functions of a job, with or without reasonable consideration.

5. Accessibility Policy:

The University shall ensure a barrier-free campus in both physical and digital environments:

a) Infrastructure Accessibility:

- Ramps, handrails, lifts, tactile flooring, accessible toilets.
- Reserved parking and signage.
- Assistive mobility and reading devices.

b) Digital Accessibility:

- Websites, LMS, and e-content compliant with WCAG 2.1 and GoI accessibility standards.
- Course materials in accessible formats: audio, Braille, large print, screen reader friendly.

c) Communication Accessibility:

- Use of Indian Sign Language (ISL), captioning, and speech-to-text tools where needed.

6. Examination Policy:

- Exam accommodation (e.g., extra time, scribe facility, separate room) shall be provided.
- Guidelines for scribe selection and candidate eligibility will align with UGC/GoI norms.
- Flexible evaluation procedures will be adopted, where feasible, to address accessibility challenges.

7. Sensitization and Capacity Building:

- Disability awareness programs will be part of faculty/staff orientation and student induction.
- Regular workshops, seminars, and training sessions on inclusive practices.