



RCMAS
RAJAGIRI COLLEGE OF MANAGEMENT &
APPLIED SCIENCES

Criterion VII Institutional Values and Best Practices

RAJAGIRI COLLEGE OF MANAGEMENT AND APPLIED SCIENCES

RAJAGIRI VALLEY P.O, KAKKANAD, KERALA 682039

An ISO 9001 : 2015 Certified Institution

Affiliated to Mahatma Gandhi University, Kottayam and Approved by AICTE

7.1

Institutional Values and Social Responsibilities

7.1.2

Divyangjan Policy

Submitted to



Divyangjan Policy

Introduction

Rajagiri College of Management and Applied Sciences (RCMAS) is dedicated to creating an inclusive and supportive environment that respects the rights and dignity of all individuals, including persons with disabilities, also referred to as Divyangjan. This Divyangjan Policy outlines the college's commitment to promoting accessibility, equity, and empowerment for persons with disabilities within the college community.

Definition

Divyangjan refers to individuals with physical, sensory, intellectual, or mental impairments that may hinder their full and effective participation in society on an equal basis with others. These impairments may be permanent, temporary, or situational and may require accommodation or support to overcome barriers to participation.

Policy Objectives

Accessibility: RCMAS is committed to ensuring that its physical infrastructure, digital platforms, and educational resources are accessible to Divyangjan, enabling them to participate fully in academic and extracurricular activities.

Equity: The college strives to eliminate discrimination and promote equal opportunities for Divyangjan in all aspects of college life, including admission, education, employment, and participation in college events and programs.



Legal

Empowerment: RCMAS aims to empower Divyangjan by providing support services, accommodations, and assistive technologies that facilitate their academic success, personal development, and integration into the mainstream college community.

Key Components

Accessible Infrastructure: RCMAS will ensure that its buildings, classrooms, laboratories, libraries, restrooms, and other facilities are designed and equipped to meet the accessibility needs of Divyangjan, including ramps, elevators, handrails, and Braille signage.

Inclusive Education: The college will adopt inclusive teaching and learning practices that accommodate diverse learning styles and abilities, including providing alternative formats for course materials, using assistive technologies, and offering support services such as note-taking assistance and sign language interpretation.

Assistive Technologies: RCMAS will invest in assistive technologies and adaptive equipment to enhance accessibility and support the educational and communication needs of Divyangjan, such as screen readers, speech-to-text software, magnification devices, and hearing aids.

Sensitization and Training: The college will conduct sensitization workshops, training programs, and awareness campaigns to educate faculty, staff, and students about disability rights, inclusive practices, and the importance of creating a welcoming and supportive environment for Divyangjan.

Accessibility Policies and Guidelines: RCMAS will develop and implement policies, guidelines, and procedures to ensure compliance with relevant disability laws and regulations, including the Rights of Persons with Disabilities Act, 2016, and the guidelines issued by the University Grants Commission (UGC) and other regulatory bodies.



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Support Services

RCMAS will provide a range of support services and accommodations to meet the diverse needs of Divyangjan, including:

- Access to assistive technologies and adaptive equipment.
- Academic accommodations, such as extended time for exams, accessible formats for course materials, and alternative assessment methods.
- Personal support services, such as counseling, mentoring, and peer support groups. Physical accessibility aids, including transportation assistance and accessible parking spaces.

Monitoring and Evaluation

The implementation of the Divyangjan Policy will be monitored and evaluated regularly to assess its effectiveness, identify areas for improvement, and ensure compliance with disability rights legislation and best practices. Feedback from Divyangjan, their caregivers, and relevant stakeholders will be solicited and incorporated into policy reviews and revisions.

Conclusion

RCMAS is committed to fostering an inclusive and accessible environment where Divyangjan are valued, respected, and empowered to achieve their full potential. By embracing diversity, promoting equity, and providing support services and accommodations, the college seeks to create a campus community that celebrates the contributions and talents of all its members, regardless of ability.



PRINCIPAL

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