

## **Policy on differently abled persons / Divyangjan for Dr Bhim Rao Ambedkar University Agra**

### 1. Introduction

- Agra University is steadfast in its commitment to fostering inclusivity and affording equal opportunities to all individuals, including differently-abled persons. We believe that diversity is a cornerstone of academic excellence and societal progress. By removing barriers, creating accessible environments, and offering support services, we aim to ensure that every member of our university community can thrive. Our dedication extends to inclusive curriculum design, faculty and staff training, and a robust grievance redressal system. We uphold our responsibilities to comply with all legal requirements and advocate for the recruitment and retention of differently-abled individuals. University is resolute in its pursuit of a campus that celebrates diversity, respect, and equal participation in all aspects of academic and professional life.

#### **-Definition of differently-abled persons (Divyangjan) as per relevant legal and societal definitions.**

Differently-abled persons, often referred to as "Divyangjan," encompass individuals whose physical, sensory, cognitive, or intellectual abilities differ from what is considered typical. Legally and societally, this term is inclusive, emphasizing that diverse abilities should not be a hindrance to one's full participation in society. Such individuals may include those with physical disabilities, sensory impairments (like blindness or deafness), neuro developmental conditions, or cognitive variations. Legal definitions vary by region but typically stress the rights of differently-abled persons to equality, non-discrimination, and access to support services and accommodations. This recognition encourages the creation of inclusive environments and a commitment to ensuring that everyone can access education, employment, and social opportunities, irrespective of their abilities.

### 2. Accessibility and Infrastructure

#### **- Ensuring all university facilities and infrastructure are accessible to all, including ramps, elevators, and accessible restrooms.**

University is unwavering in its commitment to making all university facilities and infrastructure fully accessible to every member of our community, without exception. This includes the implementation of critical accessibility features such as ramps, elevators, and accessible restrooms. Ramps and elevators are vital components in ensuring that individuals with mobility challenges can navigate our campuses seamlessly. These features empower wheel chair users, individuals with mobility impairments, and those with strollers or heavy loads to move freely. Accessible restrooms are equipped to accommodate the specific needs of differently-abled individuals, allowing for greater autonomy and comfort. We are resolute in the maintenance and

regular inspection of these accessibility features to guarantee that they remain in optimal working condition. By removing physical barriers, we endeavor to create an inclusive, welcoming environment where all members of Dr Bhim Rao University Agra can engage fully in their academic pursuits and campus life.

**- Making classrooms, libraries, laboratories, and common areas barrier-free.**

University is dedicated to making classrooms, libraries, laboratories, and common areas completely barrier-free. We prioritize architectural and design adjustments to ensure that all spaces are accessible to differently-abled individuals, eliminating physical impediments and promoting an inclusive academic environment that fosters equal participation for everyone.

**- Regular maintenance and upkeep of accessible features.**

University is committed to the regular maintenance and upkeep of accessible features across our campuses. We understand that maintaining ramps, elevators, accessible restrooms, and other infrastructure is essential to ensuring the continued accessibility of our facilities. Regular inspections, repairs, and upgrades are integral to preserving these features' functionality, preventing wear and tear. By prioritizing maintenance, we affirm our dedication to providing a reliable, inclusive environment where differently-abled individuals can confidently access all areas of the university and participate fully in their academic and extracurricular pursuits.

### 3. Support Services

**- Offering non-academic support, such as mobility assistance and personal care attendants.**

In our commitment to inclusivity, University goes beyond academic support by offering non-academic assistance to differently-abled individuals. This includes mobility assistance and the provision of personal care attendants, acknowledging that some students and staff may require these services to fully engage in university life. We are dedicated to ensuring that all members of our community have the support they need to navigate campus, access facilities, and participate in various activities, promoting independence, dignity, and equal opportunities for all.

**- Procuring and maintaining assistive technologies and adaptive equipment.**

University is proactive in procuring and maintaining a range of assistive technologies and adaptive equipment to support differently-abled individuals in their academic pursuits. Our commitment extends to providing access to tools such as screen readers, voice recognition software, ergonomic chairs, hearing amplification devices, and braille displays, among others. We understand that these technologies are vital for facilitating equitable learning and

participation. Regular maintenance, updates, and technical support are ensured to keep these resources in optimal condition. By investing in assistive technologies and adaptive equipment, we reaffirm our dedication to creating an inclusive and accessible academic environment where every individual can reach their full potential.

#### **4. Reasonable Accommodations**

**- Establishing a transparent process for requesting reasonable accommodations.**

University is dedicated to transparency in the process of requesting reasonable accommodations for differently-abled individuals. We have established a clear and accessible procedure for individuals to make such requests, ensuring that the process is well-defined and easily navigable. The university encourages open communication and collaboration to determine the most appropriate accommodations to meet individual needs. This transparent process ensures that requests are handled promptly and efficiently, fostering an environment where all members can confidently seek the support they require and receive it in a fair, respectful, and timely manner, furthering our commitment to inclusivity and equal opportunities.

**- Providing reasonable accommodations promptly, such as sign language interpreters, accessible transportation, or adjustable desks.**

Agra University is resolute in providing reasonable accommodations promptly to meet the unique needs of differently-abled individuals. These accommodations encompass a wide spectrum, including but not limited to sign language interpreters for the Deaf or Hard of Hearing, accessible transportation for mobility-impaired individuals, and adjustable desks to accommodate varying physical requirements. Our commitment is to swiftly address these requests, ensuring that no one faces undue barriers to learning or participation. We understand that timely access to such accommodations is essential for fostering an inclusive environment where all can fully engage in academic, professional, and social activities, reinforcing our dedication to equality and diversity.

**- Ensuring confidentiality in handling accommodation requests.**

University upholds the utmost confidentiality in handling accommodation requests. We recognize the sensitive nature of these requests and ensure that all personal information and medical records related to accommodations are kept private and disclosed only to individuals directly involved in the accommodation process, respecting the privacy and dignity of differently-abled individuals.

## **5. Monitoring and Evaluation**

- **Regularly reviewing and evaluating the policy's effectiveness in promoting inclusivity.**

University is committed to the ongoing review and evaluation of our inclusivity policy to ensure its effectiveness. We understand that the landscape of inclusivity and the needs of differently-abled individuals may evolve over time. Regular assessments enable us to identify areas where improvements are needed and to adapt to emerging best practices. We actively seek input from the university community and collaborate with differently-abled individuals, relevant experts, and stakeholders to gather feedback. Through these reviews, we strive to enhance the policy, address any shortcomings, and optimize our efforts to create an environment that genuinely promotes inclusivity, fostering equal opportunities and a sense of belonging for all members of our university community.

## **6. Compliance with Legal Requirements**

- **Pledging to adhere to all applicable disability laws and regulations.**

University is steadfast in its pledge to adhere rigorously to all applicable disability laws and regulations. We recognize that these laws are fundamental in upholding the rights, dignity, and equal opportunities of differently-abled individuals. By adhering to these legal frameworks, we reinforce our commitment to inclusivity and nondiscrimination.

Our pledge encompasses a comprehensive understanding and compliance with both national and international legislation that safeguards the rights of differently-abled persons. This includes, but is not limited to, laws like the Americans with Disabilities Act (ADA), Section 504 of the Rehabilitation Act, and the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD).

We are dedicated to ensuring that our policies, practices, and physical infrastructure align with these laws, and we will make any necessary adjustments to meet their requirements. This commitment extends to curriculum design, faculty and staff training, and accessibility standards for facilities.

Moreover, we pledge to stay informed and proactive, consistently updating our policies and practices to reflect changes in disability laws and regulations. We view these legal frameworks as integral to creating an inclusive and accessible environment at University, where every individual, regardless of their abilities, can thrive academically and professionally. Our pledge to adherence is a cornerstone of our commitment to diversity, equity, and inclusion.

## **7. Budget and Resource Allocation**

- **Allocating financial and human resources to implement and maintain accessibility features.**

University is dedicated to the allocation of substantial financial and human resources to implement and maintain accessibility features across our campuses. We recognize that ensuring inclusivity and providing equal opportunities demands a tangible investment in both financial and human capital.

Financially, we commit to budgeting for the construction of ramps, elevators, accessible restrooms, assistive technologies, and other accessibility features. These investments are pivotal in removing physical barriers and creating an inclusive environment. We also allocate funds for regular maintenance, repairs, and updates to ensure these features remain in optimal condition.

Human resources play an equally critical role. We employ experts in accessibility and disability services to provide guidance, support, and advocacy for differently-abled individuals. We also engage in training and capacity-building for faculty and staff to better understand the needs of our diverse community and to implement best practices in inclusive education and work environments.

Through this allocation of resources, both financial and human, the University is resolute in its mission to create a campus that exemplifies diversity, equity, and inclusion. Our investments underscore our commitment to providing an accessible and inclusive space where all individuals can participate fully in academic and professional life. We understand that such investments are not expenses but investments in a brighter, more equitable future for all members of our university community.

## **8. Timeline for Implementation and Responsibilities**

### **- Setting clear timelines for achieving specific policy goals.**

University is proactive in setting clear and achievable timelines for realizing the specific goals outlined in our inclusivity policy. We recognize that time-bound targets are essential for accountability and progress. These timelines guide the implementation of accessibility features, the review of curriculum inclusivity, the provision of support services, and other policy elements. They ensure that our commitments are not just aspirational but actionable and measurable, fostering a sense of urgency and focus. Through well-defined timelines, we demonstrate our dedication to prompt, effective change and our resolve to create a university environment where inclusivity and equal opportunities for differently-abled individuals are not distant goals but immediate priorities.

### **- Designating specific individuals or committees responsible for various aspects of policy implementation.**

University places a high premium on clear accountability in the implementation of our inclusivity policy. To this end, we designate specific individuals and committees to oversee and execute various aspects of the policy. This ensures that responsibilities are well-defined and that every facet of inclusivity is managed with expertise and efficiency.

Within the university, we appoint a designated Accessibility Coordinator who oversees the provision of accommodations, accessibility features, and support services. This individual serves as the point of contact for differently-abled individuals, streamlining the accommodation process.

We also establish an Inclusivity Committee, composed of diverse stakeholders, including faculty, staff, and students, who work collaboratively to review, evaluate, and improve our inclusivity initiatives. This committee conducts regular assessments and reports progress to senior management.

These designated roles and committees not only enhance transparency and accountability but also foster a culture of inclusivity across our university. By empowering specific individuals and teams with responsibility, we ensure that our commitment to inclusivity is woven into the fabric of this University, promoting equal opportunities and access for all members of our community.