# PERSONS WITH DISABILITIES POLICY




**MOUNT ZION**
**COLLEGE OF ENGINEERING AND TECHNOLOGY**
Lena Vilakku, Pudukkottai Dt. - 622507, Tamil Nadu.
Ph.: 96591 73000, 73733 44444
Website: www.mzcet.in, Email: info@mzcet.in

# Vision & Mission

## Vision

- To be the preferred choice of students who aspire to become Engineers of the highest calibre.

## Mission

- Provide world-class physical and digital infrastructure and learning environment.
- Develop the competencies of students to make them job-ready and entrepreneurs.
- Facilitate mental, physical, emotional and spiritual development of students and ensure their holistic development.
- Preserve the environment through the implementation of eco-friendly and sustainable practices.
- Serve the community through skill development and other need-based services.
- Establish sustainable partnerships with industries and R&D laboratories for mutual benefit.

## 1.INTRODUCTION

Right of Persons with Disabilities Act, 2016 prohibits discrimination against individuals with physical and mental disabilities. Our Institution is against all types of discrimination on any grounds including disability. To advance a comprehensive and inclusive teaching and learning environment within which incapacitated students, or any employees don't seem to be distraught or treated unfavourably. Institution aims to chalk out its program, administrations, and activities accessible to the students. The authorities are striving hard to extend their support in providing necessary basic needs for the differently abled. These guidelines apply to any or all the Faculty and staff.

## 2.OBJECTIVES

- To create awareness to avoid persecution discrimination, exploitation and exclusion of Disabled Students and Staff from all spheres of work and education.
- To create suitable regulatory mechanisms for effective delivery of services to Disabled Students and Staff.
- To ensure successful implementation of all legislations with respect to persons with disabilities.
- To provide accessible and inclusive education.
- To ensure full participation of persons with disabilities and to provide them the equal opportunities for development.
- To allocate funds for the implementation of the above objectives.

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

## 3.DESCRIPTION OF POLICY

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), and Acquired Immune Deficiency Syndrome (AIDS) are also included in the term disability. Many disabilities vary in degree and type of limitation; therefore, accommodations must also vary and should be tailored to the needs of the individual.

### Qualified Person with Disability

The expression "qualified individual with a disability" alludes to a person with a disability who is qualified to participate in any given university program or activity.

1. With regard to enrolment, a certified individual with a disability must fulfil the scholastic guidelines required for affirmation and meet the scholarly necessities set up for any given course, degree, or certificate program.

2. With respect to employment, training, work assignments, and promotion, a qualified individual with a disability must be able to perform the minimum essential functions of the job.

3. However, relaxation shall be allowed as per the Government rules.

## Governing Bodies

Institution has constituted 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 five members selected from each department faculty from the college, specialist in the field and people with disabilities. All Committee members shall be appointed by the Principal.

The major functions of E
Expert committee for persons with disabilities include:

A. To address all disability related issues in the college.
B. To ensure overall accessibility for people with disability in the entire College system.
C. To guide activities of the enabling units by providing expert suggestions.
D. To determine major grievances pertaining to any matter of persons with disabilities. If it is not resolved, it should be sent to the dignitaries.

## Accessibility Policy

Providing access means making all the services, activities and the benefits thereof, fully available to qualified people with disabilities. The college should provide various provisions in creating a disabled friendly campus.

The management and faculty members should ensure appropriate/reasonable accommodations for each person with a disability, and be willing to resolve access problems. The campus should be barrier free and accessible for persons with differently abled.

### Exam Policy

Institution will make reasonable changes in the educational plan and assessment framework to meet the particular needs of students with disabilities. Sensible convenience will be made to meet the necessities of the considerable number of Students with disabilities. The guidelines and regulations has been issued by the examination department for use scribe in exams.

Considering the various functions and activities of the unit, required supporting staff shall be provided by the university.
The unit shall work in the coordination with Expert Committee for persons with disabilities, for implementation of university policy for persons with disabilities.

### Accessibility and Access Audit for Persons with Disabilities

Facilities available for Employee and students

- Ramps and Toilets
- Battery Car is provided for teacher and staff inside the campus. Half hour concession in regular working hours is facilitated to disabled teaching and non-teaching staff.
- Facilities are provided time to time as per government rules.
- Staff are trained to assist persons with disabilities, including persons with learning disabilities.

## 4.PERSON RESPONSIBLE

Students' Grievance Redressal cell




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