

INSTITUTE OF ENGINEERING & MANAGEMENT



POLICY DOCUMENT FOR PERSONS WITH DISABILITIES

1. POLICY FOR PERSONS WITH DISABILITIES

Discrimination against people with physical and mental disabilities is prohibited under the 2016 Right of Persons with Disabilities Act. Institute of Engineering and Management (IEM), Kolkata is committed to eliminating all forms of prejudice, including disability discrimination. Institute of Engineering and Management (IEM) in Kolkata aspires to promote a complete and inclusive teaching and learning environment in which disabled students and staff are not inconvenienced or treated unfairly. The institute strives to make its programmes, administrations, and activities as user-friendly as possible. All of the institute's authorities are working hard to lend a helping hand to the differently abled in order to ensure that they can benefit from the institute's grounds programmes, administrations, and activities. These policies and procedures apply to all Institute faculty and staff.

2. OBJECTIVES OF THE POLICY

- To foster an inclusive culture that eliminates discrimination, exploitation, and exclusion of disabled students and employees in all aspects of work and education.
- To establish a proper regulatory framework for the effective delivery of services to the institute's disabled students and employees.
- To ensure that all laws pertaining to people with disabilities are followed.
- At the institution, to provide accessible and inclusive education.
- Ensure full participation of people with impairments and offer them with equal development chances.
- To allocate the necessary budget to meet the stated goals.
- The definitions of the terminology used in the policy can be found in Chapter I of the Rights of Persons with Disabilities Act 2016.

3. DISABILITY

The term "disability" encompasses both motor and sensory impairments (e.g., mobility, vision, or hearing impairments). It also includes disabilities caused by chronic illnesses and syndromes, as well as invisible disabilities like psychological and emotional disorders, learning disabilities, heart disease, diabetes, asthma, arthritis, epilepsy, Acquired Brain Injuries (ABI), and Acquired Immune Deficiency Syndrome (AIDS). Because the degree and kind of limitation of many disabilities varies, accommodations must likewise vary and should be adapted to the individual's needs.

4. QUALIFIED PERSON WITH DISABILITY

A person with a disability who is qualified to engage in any certain institute programme or activity is referred to as a "qualified individual with a disability." In order to be enrolled, a certified person with a disability must meet the scholastic requirements for affirmation as well as the scholarly requirements set forth for each course, degree, or certificate programme. A qualified individual with a handicap

must be able to execute the minimal essential duties of the job in terms of employment, training, work assignments, and advancement.

Relaxation will be permitted, however, in accordance with government regulations.

5. ENABLING UNITS FOR PERSONS WITH DISABILITIES:

On campus, IEM has set up a resource centre for comprehensive education for people with impairments. This facility will serve as an accessible unit for people with disabilities. A coordinator will be appointed by the principal to integrate the enabling unit. A counselor-cum-placement officer will be appointed for the unit from among the university's academic members.

The institute will supply the necessary support staff based on the unit's varied functions and activities.

For the implementation of university policy for persons with disabilities, the unit will operate in collaboration with an expert committee for persons with disabilities.

The following are the key functions of the resource centre or Enabling Unit:

- o Providing guidance to students with disabilities on the types of courses they can take in higher education.
- o Identifying the educational needs of disabled students enrolling in higher education. Educating instructors about the approaches to teaching, evaluation procedures, and other factors that they should consider while working with students with disabilities.
- o Providing assistance to students with disabilities in obtaining appropriate employment following their study.
- Remedial Coaching Classes for disabled persons are held on a regular basis.

6. ACCESSIBILITY POLICY:

Access implies ensuring that qualified people with disabilities have full access to all Facilities and services, activities, and benefits. The institute should have a variety of provisions in place.

Creating a campus that is accessible to people with disabilities. The institute's administration and academic members should guarantee that each person with a disability receives appropriate/reasonable accommodations, and be willing to work with them to resolve access issues. The campus should be barrier-free and accessible to people of all abilities.

The following accessibility guidelines will be strictly adhered to:

All undergraduate and graduate programmes and activities must be open to the public.

To provide all students with impairments with accessible textbooks and study materials.

To ensure that all teachers and non-teaching staff are aware of accessibility challenges.

To guarantee that web services adhere to national and international accessibility standards and laws, such as the Web Content Accessibility Guidelines (WCAG)

with the appropriate version and the Government of India Web Accessibility Guidelines.

The institute will ensure that all sorts of disabilities stated in the Rights of Persons with Disabilities 2016 are represented, as well as any other government rules that may be in effect at the time.

7. EXAM POLICY

To suit the unique requirements of students with disabilities, IEM will make acceptable adaptations to the educational plan and evaluation framework. The needs of the large number of students with impairments shall be met with reasonable convenience. The examination department has developed guidelines and regulations regarding the use of scribes in exams.

8. ACCESSIBILITY AND ACCESS AUDIT FOR PERSONS WITH DISABILITIES

Facilities available for Employee and students

- ❖ Ramps and Toilets
- ❖ Two-Wheeler is provided for teacher and staff on the basis of fifty percent concession. Half hour concession in regular working hours is facilitated to teaching and non teaching staff.
- ❖ Facilities are provided time to time as per government rules.
- ❖ Our website is accessible for visually impaired students.
- ❖ Disability sensitization sessions are part of the students and Employee induction programme.
- ❖ Staff are trained to assist persons with disabilities, including persons with learning disabilities
- ❖ Audio Books

The institution has disabled friendly, barrier free environment.


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