



GOVERNMENT OF WEST BENGAL  
OFFICE OF THE PRINCIPAL  
*Maulana Azad College*



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POLICY DOCUMENT ON DIVYANGJAN

**1. Introduction**


Maulana Azad College is committed to establishing a Divyangjan-friendly, barrier-free and inclusive campus. Bearing in mind the various policies of the central and state government, particularly The Rights of Persons with Disabilities (RPwD) Act, 2016 passed by the Government of India (<https://depwd.gov.in/acts/>) as well as the draft West Bengal Rights of Persons with Disabilities Rules, 2017 ([http://wbcommissionerdisabilities.gov.in/link/pdf/Draft\\_WBRPwD\\_rules-2017.pdf](http://wbcommissionerdisabilities.gov.in/link/pdf/Draft_WBRPwD_rules-2017.pdf)), the college has framed a policy to create an inclusive culture so that discrimination, exploitation and exclusion of disabled students and staff from all spheres of work and education is strictly avoided.


**2. Aims and Objectives**

- To adopt a stance of Zero-Discrimination against Divyangjan by prohibiting any form of exploitation and exclusion of individuals with physical and/or mental disabilities.
- To offer equal opportunity to all stakeholders irrespective of their physical and/or mental condition.
- To facilitate participation of Divyangjan students, staff and other stakeholders in policy making bodies of the college.

**3. Facilities to Divyangjan**

- **Reservation:** Students with disabilities are provided 3% (three percent) reservation at the time of admission at both the UG & PG levels in accordance with rules of the West Bengal government ([http://wbcommissionerdisabilities.gov.in/User/benefits\\_disability](http://wbcommissionerdisabilities.gov.in/User/benefits_disability)).
- **Ramp and Rail:** Provide ramp and railing for easy access to persons with physical impairment and those using wheelchairs.
- **Wheelchair:** Offer equipment like wheelchair in the college campus to persons with locomotor problems.
- **Accessible Washroom:** Construct Divyangjan-friendly washrooms for both boys and girls which are accessible to persons with disabilities.
- **Tactile Path:** Install tactile paving / detectable warning surface (a system of textured ground surface to warn pedestrians who are visually impaired) inside the college compound.
- **Signage:** Display boards and signposts at various places in the college building for making them easily noticeable to Divyangjan.
- **Screen-reading and related Software:** Install special computer equipped with screen-reading / NVDA and Braille softwares in a separate cubicle so that visually impaired persons can work without hindrance.
- **Soft Copy of Study Material:** Provide soft copies of study material which can be read out aloud using computer software.
- **Human Assistance:** Human assistance in the form of reader and scribe in classrooms and examination halls based on applications from students with disabilities.
- **Amanuensis:** In case of university examinations, advice to Divyangjan students for applying to the university authorities for use of an amanuensis or providing extra time.

  
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- **Learning Disorders:** Offer special attention to students with dyslexia and related disorders because in recent years learning disorders have emerged as a prime cause of concern among the student populace.
- **Help Desk:** Provision for enquiry and information to Divyangjan, preferably in the form of a Help Desk specially dedicated to them, particularly during the admission season when prospective applicants and their guardians come to the college to seek information.

#### 4. Proposed Initiatives

- **Lift:** Install lift to provide easy access to the first and second floors of the college, thereby benefitting not only Divyangjan but also those who are senior citizens or indisposed.
- **Special Care Unit:** Set up a Special Care Unit for helping Divyangjan, including both students and employees of the college.

#### 5. Awareness Programs:

- **Sensitisation:** Conduct workshops, seminars, and campaigns to educate students, faculty, and staff for making them more sensitive towards Divyangjan. Encourage Divyangjan students to participate in cultural programs and other college events.
- **Outreach and Extension Programs:** Propagation of an empathy-based behavioural approach to Divyangjan beyond the campus, carried out by the NSS unit of the college, so that the community and society at large are involved.

#### 6. Monitoring and Reporting


- **Monitoring:** Continuous monitoring by the college administration on issues related to Divyangjan.
- **Reporting:** In the event of any particular case requiring specific attention, consultation with teachers across all disciplines, experts in the field of Disability Studies, as also all stakeholders for resolving the matter at hand.


#### 7. Compliance and Review


- **Regulatory Adherence:** Ensure compliance with all national and state legislations, regulations and guidelines regarding persons with disabilities.
- **Review for Improvement:** Review at periodic intervals, with the motive of evaluating the efficacy of the current policy, as also incorporating technological and ideological developments made from time to time in order to bolster support to Divyangjan.

#### 8. Inference

This policy aims to foster an inclusive and supportive environment at Maulana Azad College, ensuring that all members of the college community have an equal opportunity to thrive.

  
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