

**GURU NANAK INSTITUTE OF TECHNOLOGY**  
**157/F, Nilgunj Road, Panihati**  
**Kolkata -700114**

**Approved by A.I.C.T.E., New Delhi**  
**Affiliated to MAKAUT, West Bengal**



**Policy for Disabled Friendly Environment**

**(w. e. f. 2016-17)**

<b>Ref. Number</b> GNIT/PRIN/IQAC/2016/..41	<b>Compiled &amp; Checked by:</b> Registrar Sig..... Date ..19/12/16	<b>Approved by:</b> Principal Sig..... Date .....19.12.16
--	---	--

REGISTRAR (Acting)  
GURUNANAK INSTITUTE OF TECHNOLOGY  
KOLKATA - 700114

Principal  
Gurunak Institute of Technology

## **1. POLICY FOR PERSONS WITH DISABILITIES**

Right of Persons with Disabilities Act, 2016 excludes discrimination against individuals with physical and mental disabilities. Guru Nanak Institute of Technology (GNIT) does not practice discrimination based on disability, or discrimination based on any other factors. Guru Nanak Institute of Technology (GNIT) provides an all-inclusive teaching and learning atmosphere in which debilitated students and employees could not be treated negatively. All the authorities of the institute extend every possible cooperation to the differently abled students and Staff. These guidelines are applicable for all the students, faculty and staff.

## **2. OBJECTIVES OF THE POLICY**

- ❖ To develop all-Inclusive Culture to avoid discrimination based on disabilities for the students and staff in work and education.
- ❖ To develop suitable regulatory body for providing active services to the disabled students and staff of the institute.
- ❖ To confirm implementation of all regulations with respect to persons with disabilities.
- ❖ To confirm full participation of persons with disabilities and to provide the equal opportunities for development.
- ❖ To afford necessary budget allocation to achieve above objectives.

## **3. DISABILITY**

Disability is a term that containing motor and sensory confines (e.g., mobility, vision, or hearing impairments). It also includes disabilities resulting from chronic illnesses and syndrome, imperceptible disabilities, such as psychological and emotional disorders, education disabilities that means learning restriction, heart disease, asthma, epilepsy, Acute Brain Injuries (ABI) is also included in the span of disability. Many disabilities vary in degree and type of limitation; therefore, the effort must also differ and should be custom-made according to the requirements of individual.



Page 1 of 3

**Principal**  
Gurunanak Institute of Technology

#### **4. QUALIFIED PERSON WITH DISABILITY**

The terminology "qualified individual with a disability" means a person with a disability who is qualified to take part in any given institute activity.

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

#### **5. ENABLING UNITS FOR PERSONS WITH DISABILITIES:**

GNIT has established resource center for comprehensive education for people with disabilities in the campus. This center will be enabling Unit for persons with disabilities.

Considering the various functions and activities of the unit, required supporting staff shall be provided by institute.

The unit shall work in coordination with expert committee for persons with disabilities, for implementation of institute policy for persons with disabilities.

The major functions of the resource center or Enabling Unit will be as follows:

- Providing counseling for the students with disabilities on the types of courses they can study at the higher education level.
- Assessing the educational needs of persons with disabilities enrolled in the higher education.
- Conducting awareness programs for teachers about the approaches to teaching, evaluation procedures, etc, which they should adopt in the case of students with disability being present in the class.
- Providing support to the students with disability and assist them in getting appropriate employment after their studies.
- Conducting regular remedial coaching classes for persons with disabilities.

#### **6. ACCESSIBILITY POLICY:**

Accessibility means making all the services, activities and the benefits there of, fully accessible by qualified people with disabilities. The institute should offer numerous supplies in creating a



disabled friendly campus. The institute administration and faculty members should ensure appropriate/reasonable accommodations for each person with a disability, and be willing to resolve access problems. Wheel chair is provided to disabled students.

The following principles of accessibility will be strictly observed:

- ❖ All UG and PG programs and activities must be accessible.
- ❖ To provide accessible textbooks and study material to all students with disabilities.
- ❖ To ensure the awareness programmes for all the teachers and non-teaching staff regarding the issues of accessibility are conducted.

## **7. EXAMINATION POLICY**

GNIT has the right to make necessary changes in the assessment framework to meet the particular needs of students with disabilities. Practical accessibility will be made to meet the necessities of the considerable number of Students with disabilities. The guidelines have been issued by the examination department for using **scribe** in examinations.

## **8. ACCESSIBILITY AND ACCESS AUDIT FOR PERSONS WITH DISABILITIES**

### **Facilities available for Employee and students**

- ❖ Ramps, lifts and toilets
- ❖ Ambulance is provided for teacher and staff in case of emergency.
- ❖ Facilities are provided time to time as per the rules.
- ❖ Disability sensitization sessions are part of the students and Employee induction programme.
- ❖ Staffs are trained to assist persons with disabilities, including persons with learning disabilities
- ❖ Kit for Visually impaired students

The institution has disabled friendly, barrier free environment.



Page 3 of 3

**Principal**  
**Gurunank Institute of Technology**