

BIKALI COLLEGE, DHUPDHARA
GOALPARA- 783123
ASSAM

**Report on Discrimination towards Persons with Disability,
Bikali College, Dhupdhara**

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At the very outset, Bikali College, located in Dhupdhara in the Goalpara district of Assam, would like to submit that there is no instance of discrimination towards people with disabilities(PWD) in our institution. Therefore, the purpose of this report is to highlight our institutional commitment to curb any form of discrimination against the PWD and the measures in place for the attainment of the same.

The college has a strict policy **Policy Document for Persons with Disabilities which is prepared as per the Section 21(1) of the Rights of Persons with Disabilities (RPWD) Act, 2016 of the Government of India** in order to curb and prevent any harassment or discrimination towards people with special needs.

Additionally, there are following provisions at Bikali College for people with special needs.

i. **Infrastructure and Accessibility**

Bikali College is equipped with accessible ramps in each of its buildings, both single-storeyed as well as multiple-storeyed. The college has tactile paths and signages to aid easy accessibility for persons with special needs.

ii. **Academic Support and Accommodations**

The college has assistive learning aids such as digital learning material in audio-visual medium for students with special needs. The website is fully functional with regular data updation to aid accessibility for persons with special needs.

The Examination Committee runs a Scribe support system, which is made availability to students in case of requirement through due process. There is also provision for alternate assessment methods (only in case of internal examinations) as per instruction from Examination Committee.

iii. Student Support Services

Bikali College has provided wheelchairs, and walkers for students in need of mobility support services. The college through a MOU with Ashadeep, a Mental Health Society runs a Mental Health Club monitored by the IQAC and Department of Education to provide mental health counselling for students and staff with special needs if necessary.

The college also runs a mentoring system for all students and mentors are instructed to provide extra care and support in case of PWD students.

The Students' Grievance Redressal Committee is also in place which is instructed to handle cases/complaints/suggestions registered by PWD students with extra care and sensitivity.

iv. Training and Awareness Programmes

The college orients the staff, faculty members and students to ensure sensitivity towards PWD so that their rights are not hampered and towards this goal, the college annually commemorates the International Day of Persons with Disabilities on 3rd of December.

v. Gaps identified in policy implementation

It is seen that despite best efforts, there has been no enrolment of students with special needs in Bikali College in recent years. The college has however taken certain preemptive measures so as not to hinder or hamper the enrolment of such students in the near future. The college follows all necessary protocols in terms of physical accessibility such as ramps with railing, tactile paths, signages etc to not restrict the movement of PWD nor their use of the facilities. Bikali College is prepared to provide amenities to the PWD students or staff as and in this regard, policy document may be amended by the competent authority as and when the need arises.

vi. Future Action Plan for Better Inclusion

As stated earlier, Bikali College has no staff nor students employed or admitted through the PWD category currently. This may be due to lack of awareness in the local society. Therefore, Bikali College's future plan for better inclusion is to conduct outreach programmes in the local villages especially the five adopted villages under its Unnat Bharat Abhiyan scheme and identify PWD who have been denied higher education on account of their disabilities. The college plans to bring such individuals (if any) and provide them with necessary aid in academic form or through special skill-based courses as the case may be. The college also plans to organize awareness among local society on the Rights of Persons with Disabilities (RPWD)

Act, 2016 of the Government of India so that the rights of the PWD are not curtailed and hindered in any form.

Appendix

- I. Policy Document for Persons with Disabilities, Bikali College**
- II. Geotagged photos of different facilities for PWDs in Bikali College**

POLICY DOCUMENT FOR PERSONS WITH DISABILITIES

**AS PER SECTION 21(1) OF THE RIGHTS OF
PERSONS WITH DISABILITIES (RPWD) ACT, 2016 OF
THE GOVERNMENT OF INDIA**



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1. Introduction

The Rights of Persons with Disabilities Act, 2016 (the “Disabilities Act, 2016”) along with the Rights of Persons with Disabilities Rules, 2017, together, the “Disability Law” has been enacted by the Government of India. The new Disability Law gives effect to the principles of the United Nations Convention on the Rights of Persons with Disabilities. The Disability Law inter alia seeks to protect disabled persons from various forms of discrimination, increases measures for effective participation and inclusion in society, and ensures equality of opportunity and adequate accessibility. Bikali College attempts to implement the requirements under the Act to the extent feasible under the existing infrastructure of Bikali College.

2. Definition

The definitions of different terms used in this Policy will be as per the Rights of Persons with Disabilities Act, 2016.

3. Objectives

The purpose of this policy is to provide equal opportunities to the specially abled students and employees of Bikali College without any discrimination, on the grounds of age, colour, marital status, physical ability, nationality, race, religion, sex, sexual orientation or any other relevant for the purpose.

Based on the above considerations, Bikali College shall strive to maintain a healthy environment that is free from any harassment. This Policy document is subject to applicable regulations, qualifications, and merit of the individuals concerned. This Policy shall be consistently applied throughout the period of studentship (for students) and employment of the individual from the recruitment process until retirement (for employees)

4. Scope

This policy shall cover all persons with disabilities, who come under the administrative control of Bikali College. This would include employees (full-time) and students.

5. Commitment

As specified in the Rights of Persons with Disabilities Act, 2016, Bikali College is committed to following the given rules:

- a. Bikali College shall ensure that the persons with disabilities enjoy the right to equality, life with dignity and respect for his or her integrity with others.
- b. The college shall take steps to utilize the capacity of persons with disabilities by providing appropriate environment.
- c. It will make sure that no persons with any kind of disabilities shall be discriminated on the ground of disability, unless it is shown that the impugned act or omission is a proportionate means of achieving a legitimate aim.
- d. No person shall be deprived of his or her personal liberty on the ground of disability.
- e. The college shall take necessary steps to ensure reasonable accommodation for persons with disabilities.
- f. It shall take measures to protect persons with disabilities from being subjected to torture, cruel, inhuman or degrading treatment.
- g. It shall take the following measures to protect persons with disabilities against abuse, violence, and exploitation
- h. The college will create awareness within college as well as among the general public.
- i. Take cognizance and provide feasible security to the persons with disabilities in matters relating to abuse, violence and exploitation;
- j. The college shall admit students without discrimination and provide education and opportunities for sports and recreation activities equally with others;
- k. Detect specific learning disabilities in students (in terms of course curriculum) at the earliest and take suitable pedagogical and other measures to overcome them;
- l. Make the entire campus barrier-free so that services become accessible to the Persons with Disabilities ;
- m. Provide necessary support, individual or otherwise, in creating an environment that would nurture academic and professional potentialities at par;
- n. Ensure that the education to persons who are visually or aurally challenged or both is imparted in the most appropriate languages and modes and means of communication;
- o. Monitor participation, progress in terms of attainment levels and completion of education in respect of every student with disabilities;
- p. Provide transportation facilities to the students with disabilities and their attendants.
- q. Promote teaching and research in disability studies including establishment of study centres / departments for such studies with due approval of UGC/MHRD.

6. Measures to be undertaken by Bikali College to promote Inclusive Education for PWD individuals

- i. Bikali College shall reserve seats for persons with benchmark disabilities as notified by the Government of Assam from time to time.
- ii. Bikali College Train staff to support inclusive education at all levels of education;
- iii. Availability of scribes
- iv. Establish MoU with the institutions from which adequate number of resources could be drawn for the support of all levels of education;
- v. Promote the use of appropriate augmentative and alternative modes including means and formats of communication, Braille and sign language to supplement the use of one's own speech to fulfill the daily communication needs of persons with speech, communication or language disabilities, and to enable them to participate and contribute to their community and society;
- vi. Provide books, other learning materials and appropriate assistive devices to students with benchmark disabilities up to the completion of the degree;
- vii. Assist / arrange to obtain scholarships in appropriate cases to students with benchmark disability;
- viii. Inclusion of person with disabilities in all vocational and skill development training activities organised by Bikali College
- ix. College will provide with ramps with railings in all buildings up to the top floor including public utility areas.
- x. Wheelchair facilities and walkers.
- xi. Availability of barrier-free washroom facilities
- xii. Any other measures, as may be required.

7. Non-Discrimination in Employment

- i. Bikali College shall provide reasonable accommodation and appropriate barrier-free and conducive environment to the employees with disabilities;
- ii. Bikali College shall organize programmes such as orientation, refresher course and other programmes as may be deemed appropriate and suitable for the employees with disabilities.
- iii. Any other measures, as may be required.

8. Students Grievance Redressal Committee

- i. The Grievance Redressal Committee of the college will also take special care to ensure that this policy document and its provisions are made available to students with disabilities through proper process of registration of grievances and disposal of the same.