



ABHILASHI UNIVERSITY

Chail Chowk, Tehsil Chachyot, Distt. Mandi (H.P.)

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Ref. No. : AU/Acad-36/AC/2018-19/218

Dated: 07/02/2019

To

All Deans
All Coordinators/ In-charges
Controller of Examination
Librarians

Subject: Notification of 31st meeting of Academic council.

Sir/ Madam,

Please find enclosed herewith the six copies of notifications dated 07/02/2019 of 31st meeting of Academic Council held on 07/02/2019 for your information and necessary action.

Thanking you.

Yours faithfully,


Registrar



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Notifications

In exercising the powers vested in him vide Sub-Section 2 of Section 13 of the Abhilashi (Establishment and Regulation) Act, 2014, the Hon'ble Vice-Chancellor is pleased to notify the statement of the Chairman of the Academic Council delivered in the 31st meeting of the Academic Council held on 07/02/2019 vide item No. 6 Any other items that During the meeting the non agenda items was taken up regarding implementation of various policies as under have been approved unanimously by the August Council.

1. Consultancy Policy.
2. E-Waste Management Policy.
3. E- Governance policy.
4. Recourse Mobilization Policy.
5. I.T. Policy.
6. Differently abled Policy.
7. Remuneration Policy.
8. Health and Safety policy.
9. Green policy.
10. Environment and Energy usage Policy.
11. Grace Marks policy.


Registrar

Copy to:

1. Dean Academic Affairs.
2. All Deans/Coordinators/ In-charges/ Principals/HoDs.
3. Controller of Examination.
4. Librarian.
5. PA to Hon'ble Chancellor, Pro-Chancellor and Vice-Chancellor for information.


Registrar

ABHILASHI UNIVERSITY
Mandi, Himachal Pradesh- 175028



POLICY FOR DIFFERENTLY ABLED,
YEAR 2018-19.

ABHILASHI UNIVERSITY
POLICY FOR DIFFERENTLY ABLED, 2018-19
Implemented w.e.f. 07/02/2019

(A) SHORT TITLE AND APPLICATION

- (i) This Policy shall be called the “Abhilashi University Policy for Differently Abled, Year 2016-2017”.
- (ii) These regulations shall come in to effect from the date of approval by the Governing Body of Abhilashi University.

(B) EXTENT AND APPLICABILITY

- (i) This Policy shall apply to all the differently able students and employees of the University.
- (ii) However, while designing the curricula, the University may adopt/align the curricular framework provided by various regulatory bodies.

1. Preamble

The Abhilashi University is committed to upholding the fundamental entitlements of people with disabilities and to develop an institutional culture that values and strives for providing special amenities and facilities such as ease of access, mobility, academic support, work scheduling, communication and technology in accordance with the need of such persons.

2. Definitions

- 2.1 Definitions specified in the University Act and the Statutes and the Ordinances shall apply *ipso facto* unless provided otherwise.
- 2.2 “He” and “His” shall imply “he”/“she” and “his”/“her”, respectively.

3. Objectives

- 3.1 To undertake the task of sensitizing the academic community consisting the teaching faculty, the staff and the students besides the general public to the strengths/capabilities and problems of the differently abled.
- 3.2 To make the University Campus environment secure, accessible and friendly for the differently abled by encouraging its schools/colleges, faculties, and departments to provide appropriate infrastructure and academic support for the differently abled.
- 3.3 To mobilize resources to provide tuition assistance and special equipment, educational counselling and trained readers and writers to the differently abled.
- 3.4 To fulfil all statutory requirements for differently able persons by providing equal opportunities in the teaching, learning, and employment process.

4. Principle of Access and Equity

- 4.1 The Abhilashi University is committed to providing access, equity and equality to the students with disabilities to enable them to participate fully and independently to the

maximum extent possible, in the academic, cultural and social life of the University. In particular, the University will have the following objectives:

- a) To provide opportunities for students with disabilities to realise their individual capabilities for intellectual, social, emotional and physical development through a high level of participation in the University activities;
- b) To ensure that people with disabilities are not discriminated against in admission to a University programme or a course; the University shall consider to relax the standard entry requirements for such persons;
- c) To provide equipment and support services that prevent, minimise or overcome barriers to fuller participation in academic and other activities within the University;
- d) To respect the rights of people with disabilities to privacy and confidentiality and to ensure the delivery of services to students with disabilities in a manner that respects and promotes their dignity, rights and opportunities;
- e) To foster and encourage, among staff, students and the community, positive, informed and unprejudiced attitudes towards people with disabilities;
- f) To cooperate with other universities, schools, government and community organisations to maximise the use of resources available; and
- g) To provide appropriate level of resources within available funds in order to reasonably accommodate the needs of students with disabilities.

4.2 Likewise, the University shall also be committed to provide access and equity for employees with disabilities to enable them to participate fully and independently as employees of the University in all aspects associated with work, career development and employee relations at the University.

5. Facilities and Services for Students and Staff with Disabilities

5.1 Upon application, students and staff with disabilities shall be provided with facilities and services if they:

- (a) Produce official document in support of the disability; and
- (b) Are experiencing some disadvantage while studying or employment (as applicable), in which case their disability can be ameliorated by the provision of appropriate facilities, amenities or services.

5.2 The University shall endeavour to provide such facilities and services in a way that recognises the individual's needs, respects their right to privacy and confidentiality and provides a maximum degree of flexibility and autonomy.

5.3 In assessing applicants with disability for employment, the selection panels shall apply the principle of reasonable adjustment in the eligibility norms, so that such applicants are able to meet these criteria.

- 5.4 Where an existing employee acquires a disability during the course of employment in the University, the principle of reasonable adjustment will also apply in his/her case.

6. Student Disclosure of Disability

6.1 The University encourages students with disabilities to:

- (a) Declare their disability prior to or during the enrolment to appropriate staff of the University.
- (b) Contact the designated Disability Advisor(s) of the University to seek support, advice and assistance as required including, if appropriate, the process of disclosure of their disability to teaching staff.
- (c) The Disability Advisor(s) will provide advice and information regarding assistance for students with disabilities, advocacy on disability issues on behalf of students and coordination of specific services that enable students with disabilities to access and participate in University studies.
- (d) University officials shall treat as confidential and private any disclosure of information concerning a student's disability.
- (e) On the basis of the appropriate documentation of the student's disability, the Disability Advisor will determine whether assistance or an adjustment is necessary and may develop an Access Plan outlining recommended reasonable adjustments to assessment or teaching for that student. The students will use the access plan to negotiate their individual study requirements with relevant Faculty staff.

6.2 The Disability Advisor(s) shall be appointed/designated by the Vice Chancellor to act as a point of contact:

- (a) For students with disabilities in their Faculty;
- (b) To take up the health, counselling and disability of differently able students and negotiate with academic staff in their Faculty for necessary adjustments;
- (c) For the academic staff within the Faculty who may need to clarify issues in regard to reasonable adjustments to assessment and teaching methods for students with disabilities.

7.0 Special dispensation for employees with disability

7.1 The Head of Department/ Supervisor of an employee with disabilities will be responsible for negotiating and approving extent of accommodation and adjustment for that employee, in consultation with the Registrar and Disability Advisors.

7.2 Such adjustment can be made either to the working arrangements of the position or to the work environment to ameliorate the effect of the disability. Reasonable adjustments may include:

- (a) Exchanging some duties between the people with a disability with other colleagues;

- (b) Adapting existing equipment or obtaining equipment which has been specially designed to compensate for sensory impairment;
- (c) Re-arranging the physical layout of the workplace allowing wheelchair access/ accessibility of toilets, etc.;
- (d) Adopting alternative ways of completing required tasks, for example through flexible work practices.
- (e) Checking any form of insensitivity towards differently able employees by sensitizing other colleagues.

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Sh. Kapil Kapoor
Registrar