 <p>GLA UNIVERSITY MATHURA Recognized by UGC Under Section 2(F)</p> <p>Accredited with A Grade by NAAC</p>	<p align="center">GLA University</p> <hr/> <p align="center">POLICY FOR DIVYANG</p>	<p>Issue No. 1 Rev. No. 1st Issue</p>
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I. Purpose

The right to Education focuses to give education to all persons including specially abled, weaker section of the society, acid victim's survivors and transgender. Which means that educating students with learning difficulties and identified disabilities have the right to fulfilment of their educational needs as per their choices. The GLA University provides equal opportunities to such type of needy student by providing accessible infrastructure, reading materials and teaching learning environment in the campus supported by trained teacher and staffs to cater the individual's needs.

The University has also introduced the Learning Disability Friendly Initiative to support Students with Learning Disabilities. This was done specifically to create an environment of acceptance and nurturance of the unprivileged student of the society.

II. Introduction

Rights of Persons with Disabilities Act, 2016 prohibits discrimination against individuals with physical and mental disabilities. GLA University is against all kinds of discriminations on any grounds including disability. The university aims to promote an inclusive teaching learning, and working environment in which specially impaired students and staff get an exposure to learn and explore that will enabled then to function independently. All the stakeholders of GLA University, share the responsibility for helping people with disabilities to secure the benefits of campus programs, services, and activities. These guidelines apply to all University students' faculty and staff.

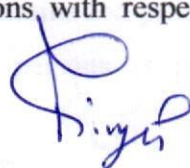
III. Objectives of the Policy


The objective of this policy is to ensure that GLA develop as Specially Impaired-friendly University that is chosen by differently abled people for its suitable infrastructure, facilities of support and sensitized atmosphere that can help them grow and achieve their dreams.

- a. To create suitable environment for effective delivery of teaching, learning to differentially able student and staff.
- b. To ensure implementation of all state legislations with respect to persons with disabilities.

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- c. To ensure staff and students with disabilities get equal opportunities to explore their educational potentials.
- d. To provide necessary budget allocation to achieve above objectives.

IV. Disability

Disability is a term that includes motor and sensory limitations (e.g., mobility, vision, or hearing impairments). It also includes disabilities resulting from chronic illnesses and syndrome, invisible disabilities, such as psychological and emotional disorders, learning disabilities, Many disabilities vary in degree and type of limitation; therefore, accommodations must also vary and should be tailored to the needs of the individual as per the University norms.

A. Qualified Person with Disability

The term "qualified person with a disability" refers to an individual with a disability who is qualified to participate in any given university program or activity.


1. With respect to enrolment, a qualified person with a disability must satisfy the academic standards required for admission and meet the academic requirements established for any given course, degree, or certificate program.
2. With respect to employment, training, work assignments, and promotion, a qualified individual with a disability must be able to perform the minimum essential functions of the job.
3. However, relaxation shall be allowed as per the Government rules.

V. Admission policy for Differently abled Persons

- (a) 2% seats in the University programs including Ph.D. will be reserved for differently abled persons.
- (b) Counselling sessions to students with disabilities on the types of courses they can study at the higher education institutions.
- (c) Collect orders dealing with fee concessions, examination procedures, reservation policies, etc., pertaining to differently abled persons as per the government

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policies from time to time.

- (d) The University will implement policies which will be announced from time to time for Private Universities as per government regulations.

VI. Governing bodies

GLA University will constitute an expert committee for persons with disabilities which will be responsible in formulating, implementing and revising policy and guidelines for persons with disabilities time to time.

The committee shall consist of minimum five members selected from stakeholders of the university including beneficiary from the University and experts in the field. All committee members shall be appointed by Vice Chancellor of the University for period of five years. The committee should meet at least twice a year to review the concerned activities, prepare report and submit it to Vice Chancellor office.


The major functions of expert committee for persons with disabilities include:

- a. To address all disability related issues in the University.
- b. To ensure overall accessibility for people with disabilities in the entire University.
- c. To guide activities of the enabling units or resource center by providing expert suggestions.
- d. To resolve major grievances pertaining to any matter of persons with disabilities. The matter shall be first referred to HODs, the Principals & Coordinators. If it is not resolved, it should be sent to the competent authorities.

VII. Accessibility policy

Providing access means making all the University services, activities and the benefits thereof, fully available to qualified people with special abilities. The


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university administration and faculty members should ensure appropriate/reasonable accommodations for each person with a disability, and be willing to resolve access problems.

The following principles of accessibility will be strictly observed:

- a. All UG and PG programs and activities must be accessible.
- b. To provide accessible textbooks and study material to all students with disabilities.
- c. To ensure the awareness programs for all the teachers and non-teaching staff regarding the issues of accessibility.
- d. To ensure that web services are compliant to National and international accessibility standards and regulations such as Web content Accessibility Guidelines WCAG with appropriate version and Government of India Guidelines for Web accessibility (GIGW).

VIII. Exam policy

GLA University will make suitable modifications in the curriculum and examination system to meet the specific needs of differently abled students. Reasonable accommodation will be made to accommodate the needs of all the students with disabilities. It will be ensured that the University follows the regulations and norms as laid out under UGC.

(UGC guidelines for exam of Divyangjan 2019, F.N.6-2/2013(SCT) Dated-14 Jan 2019)

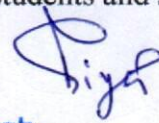
IX. Accessibility for Specially Abled Persons

Facilities available for Employee and students


➤ **Infrastructure and Physical Support**

Updating campus infrastructure and mechanical and technological support to make it more accessible for people with disabilities.

- Ramps
- Lift
- Railings
- Wheelchairs
- Accessible washrooms for differentially abled students and staff.
- Disabled-friendly sign posts

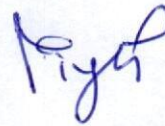


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➤ **Additional Support**

- Facilities are provided time to time as per government rules.
- 15 minutes concession in regular working hours is facilitated to teaching and non-teaching staff.
- Staff are trained to assist persons with disabilities including persons with learning disabilities.
- Programs and Guest Lecturers are conducted for the welfare and development of staff and students who falls under this scheme.
- Conducting remedial classes for specially abled students.
- Support to the students with disabilities and assist them in getting appropriate employment when desired by them after their studies.
- Inculcate skills for entrepreneurship development.
- Celebrate important days pertaining to disability such as the International day for persons with disabilities in order to create awareness about the capabilities of persons with disabilities.



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