

GOVERNMENT DEGREE COLLEGE THANNAMANDI

(Affiliated to University of Jammu)
District Rajouri, Jammu & Kashmir



EQUAL OPPORTUNITY POLICY

For Persons with Disabilities (PwDs)

In Compliance with Rule 12 of Section 101 of the
Rights of Persons with Disabilities Act, 2016

Prepared by:

DISABILITY SUPPORT COMMITTEE
Government Degree College Thannamandi

Approved by:

Principal
Government Degree College Thannamandi
Academic Year: 2025-26

NO:DCT/2025/474

Dated: 31 -07-2025

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Principal
Govt. Degree College
Thannamandi

EQUAL OPPORTUNITY POLICY FOR PERSONS WITH DISABILITIES

Government Degree College Thannamandi

1. PREAMBLE

Government Degree College Thannamandi is committed to fostering an inclusive and accessible environment for Persons with Disabilities (PwDs). This policy has been formulated in accordance with Rule 12 of Section 101 of the Rights of Persons with Disabilities Act, 2016.

2. OBJECTIVES

- Ensure equal access to education, employment, and services for PwDs.
- Ensure prohibition of discrimination.
- Provide reasonable accommodation and accessible facilities.
- Promote participation and empowerment of PwDs.
- Establish monitoring, implementation, and grievance redressal mechanisms.

3. SCOPE OF THE POLICY

This policy applies to all students, employees, applicants, and visitors of the college and covers all academic, administrative, and outreach activities.

4. INSTITUTIONAL RESPONSIBILITIES

4.1 Non-Discrimination and Inclusion

- No denial of admission or participation based on disability.
- Encourage full participation of PwDs in curricular and extra-curricular activities.

4.2 Accessibility Measures

- Barrier-free access across campus.
- Accessible classrooms, toilets, ramps, signage, and ICT facilities.
- Examination accommodations including scribes and other facilities as per the University guidelines.

4.3 Reasonable Accommodation

- Flexibility in academic requirements where necessary.

- Assistive devices and alternative learning resources.

4.4 Sensitization and Awareness

- Regular sensitization programs for faculty, students, and staff.
- Promote respectful and dignified behavior towards PwDs.

4.5 Confidentiality

- All disability-related information shall remain confidential unless required for support purposes.

5. DISABILITY SUPPORT COMMITTEE

The College shall maintain a Disability Support Committee responsible for:

- Maintaining a register of PwDs.
- Facilitating academic adjustments and accessibility support.
- Monitoring implementation of this policy.
- Conducting sensitization programs.
- Preparing annual reports on disability inclusion.

6. GRIEVANCE REDRESSAL MECHANISM

Complaints related to discrimination or accessibility shall be addressed by the Liaison Officer/Convener, Disability Support Committee. Appeals may be made to the Principal.

7. MONITORING AND EVALUATION

Regular review of accessibility infrastructure and services. Feedback from PwDs will be incorporated for continuous improvement.

8. POLICY REVIEW

The policy shall be reviewed every three years or as required by changes in legislation.

9. APPROVAL AND NOTIFICATION

This policy is approved by the Principal and will be uploaded on the institutional website and notice boards.