

SRI DEVARAJ URS ACADEMY OF HIGHER EDUCATION AND RESEARCH

**A Deemed to be University
Tamaka, Kolar, Karnataka.**

**Declared under Section 3 of the UGC Act, 1956
vide MHRD, Government of India Notification
No.F-9-36/2006-U.3 (A) dated 25th May 2007**



Registrar

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**Sri Devaraj Urs Academy of Higher
Education and Research
Tamaka, Kolar - 563 103.**

Equal Opportunity Disability Advisory Committee



SRI DEVARAJ URS ACADEMY OF HIGHER EDUCATION & RESEARCH

A DEEMED TO BE UNIVERSITY, (DECLARED UNDER SECTION 3 OF THE UGC ACT, 1956)

TAMAKA, KOLAR 563101, KARNATAKA, INDIA

Name of the Policy/ Guidelines	Equal Opportunity Disability Advisory Committee	
Short Description	The Equal Opportunity Disability Advisory Committee Policy ensures that individuals with disabilities have equal access to opportunities and resources, guiding inclusive practices within the organization.	
Scope	This policy is applicable to all faculty and non-teaching staff of the constituent colleges and departments of SDUAHER (Deemed to be University).	
Policy status	<input checked="" type="checkbox"/> Original Revised	
Date of approval of Version 1		
Policy No.	SDUAHER/KLR/POLICY/043	
Brief description of last revision	Not Applicable	
Date of approval of current revision	Not Applicable	
Effective date	31 st July 2021	
Approval Authority	Board of Management	
Responsible officer	Vice Chancellor	
Name of the Policy/ Guidelines	Equal Opportunity Disability Advisory Committee	
Details of Revision	Date of Revision	Approved by

SRI DEVARAJ URS ACADEMY OF HIGHER EDUCATION AND RESEARCH,
TAMAKA, KOLAR

Equal Opportunity Cell

INTRODUCTION

The Equal Opportunity Cell in SDUAHER has been created as per the mandate of the UGC with the aim to ensure equal opportunity for all within its folds. The Indian population is diverse in its culture and has a spectrum of multiple language, ethnicity, socio-economic class, caste, religion, etc. this differentiation brings in asymmetry in availing of various opportunities. To make the situation worse the gender also plays a divisive role. Owing to the same, barriers of denial have been erected which limit and restrict the opportunities (educational, economic, health etc.) of the less privileged members of the society.

Targeted population for Equal Opportunity Cell

- a) The disadvantaged groups are SCs, STs, OBC (non-creamy layer), minorities, women, and physically challenged persons.
- b) The Scheduled Caste (SC) and Scheduled Tribes (ST) have been identified as the two most backward groups of Indian Society which include all such castes, races or tribes. Scheduled Castes generally represent those communities, which have suffered from the stigma of untouchability in one form or the other. Scheduled Tribes are generally those who have been living in seclusion in hills and forests, more or less untouched by modern civilization and development.
- c) Women, victims of the past traditions and customs of the Indian society, were considered to be unequal and inferior. Even today women are being oppressed. Since gender disparity is known to lead to serious social imbalance, it is essential to neutralize these distortions of the past.
- d) The minorities including Muslims, Sikhs, Christians, Buddhists and others, collectively constitute about 19% of the Indian population.

- e) The physically challenged persons deserve due place and attention in the society. To ensure the same, the Parliament has passed the Act called the Person with Disabilities (Equal opportunities, Protection of Right and Full Participation) Act 1995.

This afore mentioned inequitable situation warrant a redemption which is possible through the provisioning of Equal Opportunity measures and adoption of pertinent policies in this regard.

OBJECTIVES

Equal Opportunity Cell (EOC) was established in SDUAHER with the objective to facilitate and promote participation of students at various levels belonging to Scheduled Caste (SC), Scheduled Tribes (ST), Other Backward Classes (OBC), Minorities and those with disabilities (PWD) as given under.

The objectives of the Cell are:

- A) To create an atmosphere of Equal Opportunity to all stake holders.
- B) To oversee the effective implementation of policies and programmes for disadvantaged groups.
- C) To expedite redressal in matters of violation of equal opportunity.

Role and responsibilities of the Equal Opportunity Cell.

The Equal Opportunity Cell will be the nodal agency to have following roles and responsibilities which it shall discharge within the administrative boundaries and sanctions of the academy.

- a) To ensure equity and equal opportunity to all the students and staff members in the campus and bring about social inclusion.
- b) To enhance the diversity among the students, teaching and non-teaching staff population and at the same time eliminate the perception of discrimination.



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- c) To create a socially congenial atmosphere for academic interaction and for the growth of healthy interpersonal relationships among the students coming from various social backgrounds.
- d) To establish helpdesk in Equal Opportunity Cell for assisting the needed population /differently abled students in getting admissions, provide awareness regarding the open quota and through various reservation policies and other facilities for their studies.
- e) To provide guidance and counselling with respect to academic, financial, social and other matters and to enhance the diversity within the campus.
- f) To organize periodic meetings to monitor the progress of different schemes, related to equal opportunity.
- g) To conduct training and development programs for the target group of students which provide them with supplementary academic group.
- h) To conduct sensitization and awareness programmes on a wide array of subjects ranging from gender issues, human rights, and inclusion of marginalized groups to peace and conflict and to tailor development and sensitization programmes to meet the distinct needs of the students.
- i) To create awareness and provide guidance about various Welfare Schemes/ Programmes/ Fellowships/ Stipends offered by the Central /State Governments for the welfare for the students belonging to these categories
- j) To guide students regarding the available redressal mechanisms for grievances.
- k) To help in the administration to implement, monitor, and evaluate continuously the Reservation Policies of the States, Central Governments in consonance with the University Grants Commission regulations.
- l) To provide counselling to PWD students on the types of courses they could study at the higher education institutions.
- m) To assess the educational needs of PWD enrolled in the higher education programmes and make recommendations to the academy regarding the need of various assistive devices to be procured and placed.

- n) To make recommendations regarding provisioning of various infrastructural needs to enable them to easily access classrooms, laboratories, toilets, etc. as per guidance of Ministry of Urban Development.
- o) To help the academy to monitor, evaluate and implement the guidelines for conducting written examination for Persons with Disabilities issued by CCPD and Department of empowerment of person with disabilities under the aegis of Ministry of Social Justice & Empowerment, Government of India and ratified by UGC and MHRD.
- p) To organize skill development training programme for PWDs to sensitize and help them regarding carrier opportunities according to their interest, qualifications and nature of disability.
- q) To organize training programs, cultural & Sports activity, conferences, lectures seminars, workshops, symposia etc. for Differently abled people.
- r) To organize programmes, conferences, lectures, workshops etc. for employees, individuals and other section of the society for sensitizing about the problems of the PWDs.
- s) To encourage students and employees of the university to come forward for the help of differently abled people for making them independent.
- t) To promote the Cultural heritage and Organize seminars /Conferences/ Workshop/ Exhibitions/ Cultural functions/Sports events to increase social inclusion.


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SRI DEVARAJ URS ACADEMY OF HIGHER EDUCATION AND RESEARCH

TAMAKA, KOLAR

DISABILITY SUPPORT, ADVISORY AND ADVOCACY COMMITTEE

Introduction

The Persons with Disabilities Act 1995 indicates that differently-abled persons should have access to education at all levels. In the higher education sector, the University Grants Commission (UGC) is supporting universities in the country to involve in activities to empower differently-abled persons. The UGC had initiated several activities and issued guidelines for Persons with Special Needs (Differently-abled Persons) in Higher Education institutions. It shall be mandatory for every college/university to have disability support cell to assist, support and promote the need of differently abled persons.

Objectives.

The Disability support, Advisory and Advocacy Committee is a Academy committee responsible for

- a) Advising The Academy for the matters related to campus accessibility and the provision of disability services, additional accessibility improvements to be made to all the stack holders like students, parents, faculty and staff members.
- b) To improve access on for the elderly population and people with disabilities.
- c) Providing necessary advocacy to students, staff and faculty with disabilities.
- d) To raise awareness of disability as a civil rights and diversity issue.
- e) To promote collaboration among relevant service providers on campus.
- f) To address access issues such as handicapped parking, disabled friendly ramp, lift and washroom, pedestrian friendly pathway, barrier free environment, signage board and support center, etc.

Role and responsibilities.

1. The committee endeavors to harness an inclusive learning environment for all its students. Students with a known disability, requiring different academic and other accommodations are required to register with the Disability Support Advisory and Advocacy Committee (DSAAC) of The academy.
2. The Committee provides a range of accommodations to the conditions identified by the Rights of Persons with Disabilities Act, 2016, Mental Health Care Act 2017 and UGC Guidelines issued for facilities for person with disabilities in higher education institutions from time to time. The committee provides support to students with a wide range of health and learning related conditions. These conditions include physical and movement-related difficulties, visual impairment, hearing impairment, medical conditions, specific learning difficulties and mental health conditions. The Disability Support Committee maintains strict confidentiality in its discussions and respects the privacy of the students.
3. In addition, the committee helps students to understand The Academy policies and practices related disability and the committee also assists the specially-abled students to address the personal and academic concerns.
4. The committee recommends to Academy for reasonable modifications to its requirements as are necessary to ensure that such requirements do not discriminate or have the effect of discriminating, on the basis of disability, against a qualified disabled applicant or student; provided however, no modifications will be made that will fundamentally alter the nature of the services, program, or activity.

Committee Members

The committee shall comprise of faculty, staffs, parent and the students. The committee will hold office for a year or until further notice.



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1)	CHIARMAN	Dr. H.S. Arun, Professor and Head, Dept. of Orthopedics, SDUMC.
2)	Vice-Chairman and Member Secretary	Dr. Ramesh Kumar J, Professor, Dept. of Physiotherapy, SDUAHER.
3)	Member	Dr. C. Muninarayana. Professor, Dept. of Community Medicine, SDUMC.
4)	Member	Dr. Usha G Shenoy, Lecturer, Dept. of physiology, SDUMC
5)	Member	Dr. J. Zeanath Cariena. CNO, RLHRC.
6)	Member	Dr. Reshma Ravindra, Asst. professor, Dept. of Ophthalmology, SDUMC.
7)	Member	Dr. Anil Kumar, PG student, Dept. of Orthopedics. SDUMC.
8)	Member	Mr. Emmanuel Krishnan, Student Parent, Dept. of CND, SDUAHER.
9)	Member	Ms. Saritha.R FDA, Office of the Controller of Examinations, SDUAHER.

Prepared by: Dr. Ramesh. PT, NAAC Criterion-VII member

Verified and corrected by:

- 1) Dr. Harendra kumar, IQAC- coordinator, SDUAHER.
- 2) Dr. Ananta Battachariya, Deputy registrar, SDUAHER.
- 3) Dr. Suresh, NAAC Criterion-VII, Convenor, SDUAHER.