The Policy for

Disability Assistance

Contents

1 Introduction

This policy sets out the GITAM's position on the provision of academic-related reasonable adjustments for disabled students and clarifies responsibilities and procedures in this respect.

1.1 Defining Disability:

Disability is a term frequently used to describe a disruption, dysfunction, or impairment in the typical functioning of physical, mental, or psychological processes. It may also refer to challenges in the ability to learn or adapt socially, all of which can hinder a person's natural development.

1.2 Legal Definition:

The Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act of 1995 incorporates a specific medical definition. According to Section 2(t) of the Act, a 'person with a disability' is someone certified by a medical authority to have not less than forty percent disability as certified by a medical authority. The Act further specifies various forms of disability in Section 2(i), including blindness, low vision, leprosy-cured, hearing impairment, loco-motor disability, mental retardation, and mental illness.

2 Aims

2.1 Inclusive Learning Environment:

GITAM is dedicated to creating an inclusive and equitable learning environment for disabled students, ensuring they have the same opportunities as their non-disabled peers. GITAM aligns with the Social Model of Disability, focusing on eliminating environmental barriers rather than assessing individual impairments.

2.2 Anticipating and Meeting Needs:

GITAM strives to anticipate and address the needs of disabled students by:

- Increasing awareness of the support available and legal responsibilities under the Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995.

- Cultivating an inclusive culture and welcoming environment where disabled students feel confident disclosing their disabilities.

- Providing multiple opportunities for students to disclose disabilities throughout their studies.

- Ensuring confidentiality and data protection when handling disability disclosure information.

- Requesting detailed disability information only when necessary.

- Identifying, communicating, and implementing reasonable adjustments promptly and consistently.

- Resolving any issues related to adjustment implementation or disability-related complaints effectively and promptly.

- Continuously monitoring and reviewing adjustments.

- Collecting and analyzing data on the admission, progression, retention, and performance of disabled students compared to their non-disabled peers.

- Ensuring that all programs and modules, including e-learning, are as inclusive as possible, with accessibility considerations integrated into program/module approval and review processes.

- Providing staff with training and guidance to support an inclusive curriculum and accessible teaching and assessment practices.

2.3   Resource Allocation and Continuous Improvement:

GITAM will allocate resources to achieve these aims, regularly monitor their impact, make necessary changes, and keep all support and services for disabled students under constant review. This includes staying up-to-date with legislative changes and responding accordingly.

3   Rights of Students with Disabilities:

- *Equal Access:* Students at GITAM have the right to access courses, programs, services, jobs, activities, and facilities offered throughout the GITAM on an equal basis.

- *Equal Opportunity:* They have the right to an equal opportunity to work, learn, and receive reasonable accommodations, academic adjustments, and/or auxiliary aids and services.

- *Confidentiality:* Students also have the right to the appropriate confidentiality of all information regarding their disability. They can choose to whom they disclose information about their disability, except when required or permitted by law.

- *Accessible Information:* Students are entitled to access information that is reasonably available in accessible formats.

4   Responsibilities of Students with Disabilities:

- *Qualifications and Standards:* Students are responsible for meeting the qualifications and maintaining the essential standards set by the GITAM for courses, programs, services, and activities.

- *Self-Identification:* They should identify themselves as individuals with disabilities to the relevant office (e.g., LAP - Learning Assistance Program) and seek information, guidance, and assistance when needed.

- *Documentation:* Students should provide appropriate medical, psychological, psycho-educational, or neuro-psychological documentation from a licensed professional indicating their disability and suggesting necessary accommodations.

- *Consent:* They should provide signed consent authorizing the LAP or relevant office to discuss the need for reasonable accommodations, academic adjustments, and/or

auxiliary aids with the professionals who provided their documentation and with the faculty or program where accommodations are being requested.

- Procedures: Students should follow established procedures for obtaining reasonable accommodations, academic adjustments, and/or auxiliary aids and services as require.

URL:

- https://iqac.gitam.edu/mandatory-disclosure

- https://iqac.gitam.edu/nc3/dvv/Criterion_7/cri_7_717/4_Geotagged_photographs _divyangjan_Friendly_washrooms_all_campuses.pdf

- https://iqac.gitam.edu/nc3/dvv/Criterion_7/cri_7_717/5_Ramps_Lifts_facilities_ac ross_all_Campuses-Geotagged_pictures.pdf

- https://iqac.gitam.edu/nc3/dvv/Criterion_7/cri_7_717/6_GITAM_Barrier_Free_En vironment_Policy.pdf

- https://iqac.gitam.edu/nc3/dvv/Criterion_7/cri_7_717/7_Assistive_technology.pdf

- https://iqac.gitam.edu/nc3/dvv/Criterion_7/cri_7_717/8_Facilities_for_scribe_hum anAssistance_readersoftware.pdf

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