

POLICY OF GKCIET MALDA REGARDING EMPOWERING PERSONS WITH DISABILITIES (PwD)

The National Education Policy (NEP) 2020 envisages to achieve economic and social mobility, inclusion, and equality through Education. It highlights the inclusive practices by making corresponding changes in curriculum, pedagogies, continuous assessment, and student support systems to ensure quality education.

In line with the National Policies and Rules with regards to people with disabilities, GKCIET, Malda has assumed upon itself the responsibility to introduce, plan and execute policies for the welfare of students and people with disabilities who are enrolled in the academic programmes of the institute or may find employment in its offices or may visit the institute.

These policies are drawn from Article 41 of the Constitution of India and the various Acts that the country has passed over the years on disabilities such as the Persons With Disabilities (Equal Opportunities, Protection Of Rights And Full Participation) Act, 1995 And The Rights Of Persons With Disabilities Act, 2016 and 2017 Rights of Persons with Disabilities (Amendment) Rules, 2024 as well as the “Accessibility Guidelines and Standards for Higher Educational Institutions and Universities (UGC 2024)” notified by the Ministry of Education, GoI amongst others.

The policies, as presented herein, are by no means comprehensive. They are indicative of initiatives, efforts, measures, and activities that the Institute could adopt from time to time to ensure the welfare of people with disabilities.

Disability

“Disability” is defined as a substantial degree of physical impairment or impairment due to the loss of sight, hearing, and speech that prevents an individual from functioning independently. Any disability being considered should have been of at least twelve months in duration or the rest of the person’s life depending on whether the disability is congenital or due to accidents or the long-term effect of a severe form of illness. In this regard, the United Nations Convention on the Rights of Persons with Disabilities may be invoked as a definition that is complete and reliable as a frame of reference which defines disability as “a long-term physical, mental, intellectual or sensory impairment which in interaction with various barriers may hinder a person’s full and effective participation in society on an equal basis with others” (UNCRPD).

The Rights of Persons with Disabilities Bill, 2016 passed by Parliament in December 2016, defines ‘Disability’ based on an evolving and dynamic concept. **The types of disabilities, as covered in relevant acts, are listed below: -**

1. Blindness [Visual disability]
2. Low-vision [Visual disability]
3. Leprosy Cured persons [Physical disability]
4. Hearing Impairment (deaf and hard of hearing) [Hearing disability]
5. Locomotor Disability [Physical disability]
6. Dwarfism [Physical disability]
7. Intellectual Disability
8. Mental Illness
9. Autism Spectrum Disorder
10. Cerebral Palsy [Physical disability]
11. Muscular Dystrophy [Physical disability]
12. Chronic Neurological conditions
13. Specific Learning Disabilities (e.g. dyslexia, dysgraphia, dyscalculia)
14. Multiple Sclerosis [Chronic Neurological Condition]
15. Speech and Language disability

16. Thalassemia [Blood disorder]
17. Haemophilia [Blood disorder]
18. Sickle Cell disease [Blood disorder]
19. Multiple Disabilities including deaf/blindness
20. Acid Attack victim
21. Parkinson's disease

Institute presently offers B. Tech, Diploma and various Skill Development and Outreach programs catering to a larger section of the society. As a Centrally Funded Technical Institute (CFTI), it is committed towards fulfilling its obligations towards maintaining inclusivity in the campus. The Institute through its policies, efforts, and initiatives will strive to ensure the following aspects for the welfare of students or persons with disabilities as defined above either studying or serving at the institution. The policies and initiatives revolve around the following cardinal principles:

1. **Availability** of services and facilities which, in the context of the Institute, can be defined as allowing students/persons with disabilities to study or to gain employment in the college.
2. **Accessibility** to services, facilities, and resources that the institute makes available to its stakeholders.
3. **Affordability** of the services, facilities, and resources that the institute offers to its stakeholders.
4. **Empowerment** concerning students or people with disability can be understood as the efforts and initiatives of the institute as an educational institution to provide them with the necessary assistive gadgets, services, guidance, and facilities that enable them to study at the institute and complete their education to the best of their abilities.
5. **Equity** is defined as the making available assistance to a person or student with disabilities that is required by him or her according to his/her disability to enable him or her to function at par with other persons or students.

To achieve the above aspects for the welfare of students and persons with disabilities, the institute shall ensure that the following practices are observed wholeheartedly, in letter and spirit, throughout its various academic and administrative functions and activities:

- (i) Make all its academic programmes and courses, opportunities for sports and recreational activities available to students and persons with disabilities; provides adequate reservation and encouragement to eligible PwD candidates in admissions to academic programmes
- (ii) Post-admission, PwD candidates are required to fill a form, where s/he may list out the support required from the Institute
- (iii) Provides suitable accommodation and modifications in both classroom and hostel furniture
- (iv) Incorporation of assistive technologies in teaching for providing alternate and accessible format materials to persons with disabilities. Arrangements for multimedia video lectures with captions for hearing or visually impaired students
- (v) Inclusive mobility infrastructure like signages, ramps, lifts
- (vi) Separate toilet blocks are also present in all the blocks
- (vii) Giving extra time for assignments/presentations
- (viii) Allowing disabled students to record lectures in video/audio mode
- (ix) Preferential seating arrangement in class
- (x) Additional pedagogical hours in form of remedial classes as and when required
- (xi) Compensatory time @20 mins extra per hour of examination
- (xii) Provision of scribes/reader in examination
- (xiii) Provision for quiet, distraction-free place during examination
- (xiv) Assistance in transition from school-to-college in form of induction/orientation programme and special mentoring sessions to take care of the special needs
- (xv) Health care support and professional counselling/mental wellness support
- (xvi) Availability of scholarship and beneficiary schemes for candidates with disability
- (xvii) Career support from Training and Placement Cell
- (xviii) Create awareness and provide opportunities for training for its faculties, staff, and students on inclusive education, barrier-free environment, healthy practices, and other relevant themes

- (xix) In the case of students or employees who develop disabilities during their stay or service in the college, the institute will work on assisting them to adapt to the changes and explore ways of empowering them appropriately
- (xx) Prevent and prohibit any form of discrimination against and harassment of students and employees with disabilities
- (xxi) Create a convenient mechanism for reporting of grievances and for the redressals of grievances brought forward by students and employees with disabilities. GKCIET Malda adopts the guiding principles of inclusion that promote equity, access, opportunity and the rights of persons with disability in higher education and contribute to reducing discrimination against them.

Concessions in admission for persons with disabilities

The Institute admits B. Tech students allotted through WBJEEB conducted WBJEE exams (WBJEE counselling) as well as through NTA-conducted JEE-Main exams (JoSAA/CSAB counselling). As per rules, 5% seats are reserved for PwD candidates.

WBJEE counselling:

Details of concessions in admission are given in WBJEE Information Bulletin available in <https://wbjeeb.nic.in/wbjee/>

Josaa/CSAB counselling:

Details of concessions in admission are articulated in Information Bulletin for JEE-Main, josaa Business Rules, CSAB Business Rules available at <https://jeemain.nta.nic.in/information-bulletin/>, <https://josaa.nic.in/>, <https://csab.nic.in/>

Diploma students seeking admission through WBSCT&VE&SD:

Details of concessions to be given to PwD candidates are listed in JEXPO Information Brochure and VOCLET Information Brochure.

In rare cases, the Institute may advise the student for re-validating the PwD certificate (not UDID Card) from a Medical Board or restrict the admission of a student in a particular branch considering the nature of his/her disability. (In case of students or employees failing to obtain or applying for admission or employment without the required Disability Certificate and UDID, specially appointed counsellors, staffs or faculties are to be tasked with assisting them to obtain the documents once their admission or employment is confirmed in the institute)

All members of the institute are expected to be aware of these policies and to treat those with disabilities in accordance with these provisions. The appropriate authority has special responsibility for advising all its stakeholders in matters affecting the enrolment, employment of those with disabilities, and for promoting a positive approach to the education and employment of people with disabilities throughout the institute.

Nodal Officer: Dean (Acad., P & D)

Email id: dean_apd@gkci.ac.in

Office No.: 7866931508