



**INCLUSIVE EDUCATION AND SUPPORT  
POLICY WITH DISABILITIES  
(DIVYANGJAN)**

**DAV UNIVERSITY JALANDHAR**

## **1. Introduction**

DAV University is committed to creating an inclusive and accessible environment for all students, faculty, and staff, including persons with disabilities (Divyangjan). This policy is framed in accordance with the guidelines provided by the University Grants Commission (UGC) and the Rights of Persons with Disabilities Act, 2016. The policy aims to ensure equal opportunities, non-discrimination, and full participation of persons with disabilities in all aspects of university life.

## **2. Objectives**

- To ensure that persons with disabilities have access to quality education, resources, and opportunities at DAV University.
- To create a barrier-free and accessible campus environment, both physically and digitally.
- To promote awareness and sensitization about disability issues among the university community.
- To provide necessary support services and reasonable accommodations to students, faculty, and staff with disabilities.

## **3. Scope**

This policy applies to all students, faculty members, staff, and visitors with disabilities at DAV University. It covers aspects of admission, academic support, physical and digital accessibility, and employment.

## **4. Admission and Enrollment**

- DAV University ensures that no qualified individual with a disability is denied admission solely based on their disability.
- Admission criteria will be inclusive, and reasonable accommodations will be provided during entrance exams, interviews, and the admission process.
- The University will reserve seats for persons with disabilities as per UGC and government guidelines.

## **5. Physical Accessibility**

- The University will ensure that all buildings, facilities, and infrastructure are accessible to persons with disabilities. This includes ramps, elevators, accessible restrooms, tactile pathways, and signage in braille.
- New constructions will be designed following the standards laid down by the government for accessibility.
- Existing infrastructure will be retrofitted to remove physical barriers and ensure accessibility.

## **6. Digital Accessibility**

- All digital resources, including the university website, online learning platforms, and e-resources, will be made accessible to persons with disabilities.
- Assistive technologies, such as screen readers and speech-to-text software, will be provided to students and staff as needed.
- Training sessions on using assistive technologies will be organized for students and faculty.

## **7. Academic Support**

- Reasonable accommodations, such as extended time for exams, accessible study materials, and modified assignments, will be provided to students with disabilities.
- The University will establish a resource center for students with disabilities, equipped with assistive devices and learning materials in accessible formats.
- Faculty members will receive training and guidance on inclusive teaching practices and how to accommodate students with disabilities in their courses.

## **8. Employment and Equal Opportunity**

- DAV University is committed to providing equal employment opportunities to persons with disabilities.
- Reasonable accommodations will be provided during the recruitment process and in the workplace to support faculty and staff with disabilities.
- The University will promote a supportive work environment where persons with disabilities can perform their duties effectively and without discrimination.

## **9. Support Services**

- The University will establish a Disability Support Cell, responsible for coordinating all support services and accommodations for persons with disabilities.
- The Disability Support Cell will provide counseling, guidance, and advocacy services to students and staff with disabilities.
- The Cell will also liaise with government agencies, NGOs, and other organizations to provide additional support and resources.

## **10. Sensitization and Awareness**

- Regular sensitization programs, workshops, and seminars on disability issues will be conducted for students, faculty, and staff to promote an inclusive culture.
- The University will celebrate important days related to disability, such as the International Day of Persons with Disabilities, to raise awareness and foster inclusivity.

## **11. Grievance Redressal**

- A dedicated grievance redressal mechanism will be established to address any complaints or concerns related to disability discrimination or denial of reasonable accommodations.
- The University will ensure that grievances are resolved promptly and effectively, with appropriate remedial action taken when necessary.

## **12. Monitoring and Review**

- The implementation of this policy will be monitored by the Disability Support Cell, which will submit regular reports to the university administration.
- The policy will be reviewed periodically to ensure it remains aligned with UGC guidelines, legal requirements, and the evolving needs of persons with disabilities.

## **13. Conclusion**

DAV University is committed to ensuring that all persons with disabilities have equal access to education, resources, and opportunities. Through this policy, the University aims to create an inclusive, supportive, and accessible environment where everyone can thrive and contribute to the academic community.

  
(Registrar)  
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