

Policy Document for Equal Opportunity For Persons with Disabilities

I. Vision and Mission

The Equal Opportunity Policy of Govt. Degree College Kathua is committed exclusively to support persons with disabilities (PwDs) by ensuring accessibility, inclusiveness, and equal participation in all academic, administrative and co-curricular activities. The college aims to provide equal opportunities for its students and employees who are differently abled. The college recognizes the need to provide adequate and reasonable support and facilities that will empower Persons with Disabilities to actively take part in activities in college campus.

II. Scope

The benefits from the regulatory provisions and directives of this policy document will be applicable to every student, teaching and non-teaching faculty of the college who fall under the PwDs category as defined by the Rights of Persons with Disabilities Act, 2016. This policy document follows the Rights of the Persons with Disabilities Act, 2016, UGC guidelines for persons with disabilities and the rules of J& K Govt. on disabilities welfare.

III. Rights and Entitlements

- a. The college strictly prohibits discrimination or unfair treatment based on type or extent of disability, humiliation, harassment, or insensitivity toward PwDs. A strict disciplinary action shall be taken against a person involved in discrimination or unfair treatment.
- b. The college ensures that the persons with disabilities enjoy the right to equality, life with dignity, and respect for their integrity equally with others as guaranteed by the Rights of Persons with Disabilities Act, 2016.
- c. The college shall make efforts to provide reasonable physical infrastructure and facilities to enable persons with disabilities to move freely in the college campus.
- d. The college shall provide necessary academic and examination-related facilities.
- e. The college shall coordinate with government agencies for scholarships, assistive devices, and welfare schemes.
- f. The college shall maintain a proper record of all students and employees with disabilities.
- g. The college shall monitor participation, progress in terms of attainment of levels and completion of the education in respect of every student with a disability.

III Grievance Redressal Mechanism

PwDs may report issues related to accessibility barriers, discrimination based on disability, lack of accommodation, harassment or insensitivity to Equal Opportunity Committee of the college by submitting a complaint to the convener/member of committee or through the grievance portal/boxes. The college will take utmost care to redress grievances of persons with disabilities, both students and employees.

IV Support Services for Students with Disabilities

1. **Physical Facilities:** The college shall provide special facilities for the disabled students and staff to provide them opportunities to acquire or give quality education and access to all physical facilities in the college. The college has a facility of ramps and rails for the disabled persons. The entrances and exits are clearly identifiable and easily accessible. They are provided with the facility of accessible washrooms, wheelchairs, hostel facility etc.

2. **Scribe for Examination:** There are some students who feel difficult to take the examination and they need scribe with them. The college provides or allows the students to take the help of scribe in the examination as per the norms of University of Jammu i.e., the Disabled student may select the scribe. The scribe need to have a qualification lower than that of the student. A physically disabled / blind / hearing impaired candidate and the scribe for such a candidate shall be allowed an extra time of 10 minutes per hour.

3. **Psychological Counselling:** The psychological Counselling shall be provided by the psychological cell of college.

4. **Support for Scholarships and Government Schemes:** They shall be provided with awareness to avail the benefits of scholarship and other Government schemes for their welfare.

V. Conclusion

The College reaffirms its commitment to provide a fully inclusive, supportive, and empowering environment for students with disabilities.

The college have a Equal Opportunity committee to support students with disabilities that comprises of

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| 1. Dr. Anamika Baru | Convener |
| 2. Prof Shiv Kumar | Member |
| 3. Dr. Kulbir Singh | Member |
| 4. Dr. Shivani Sharma | Member |
| 5. Prof. Deepak Gupta | Member |
| 6. Dr. Eva Sharma | Member |
| 7. Prof. Mohd Shuja | Member |
| 8. Prof. Sanjay Choudhary | Member |
| 9. Dr. Meenakshi | Member |

Beel
19-11-2025
Principal
Govt. Degree College
Kathua