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Ref: GRAN/1073/23

Date: 16/10/2023

Policy on Inclusivity and Support for *Divyangjan* (Persons with Disabilities)

1. Introduction

Sree Narayana College, Kannur, is committed to providing an inclusive and supportive environment for all students, faculty, and staff, including those with disabilities. This policy document outlines our approach to ensuring equal opportunities and accessibility for *Divyangjan*, in alignment with the Rights of Persons with Disabilities Act, 2016.

2. Objectives

- 2.1. To create a barrier-free and inclusive environment for *Divyangjan*.
- 2.2. To ensure equal access to education, facilities, and opportunities within the college.
- 2.3. To promote awareness and sensitivity towards the needs of *Divyangjan*.
- 2.4. To comply with and exceed the standards set by the Rights of Persons with Disabilities Act, 2016.

3. Scope

This policy applies to all aspects of college life, including but not limited to:

- Admission processes
- Academic programs
- Extracurricular activities
- Physical infrastructure
- Digital resources
- Employment opportunities

4. Definitions

For the purpose of this policy, we adopt the definitions provided in the Rights of Persons with Disabilities Act, 2016, including the 21 categories of disabilities recognized under the Act.



5. Policy Measures

5.1. Accessibility

5.1.1. Physical Infrastructure:

- Ensure ramps, elevators, and accessible toilets in all buildings.
- Provide tactile paving for visually impaired individuals.
- Install clear signage, including Braille signage where appropriate.

5.1.2. Digital Accessibility:

- Ensure all college websites and digital resources are WCAG 2.1 compliant.
- Provide assistive technology in computer labs and library.

5.2. Academic Support

5.2.1. Provide reasonable accommodations in teaching and evaluation methods. 5.2.2. Offer specialized learning resources and assistive devices. 5.2.3. Train faculty in inclusive teaching practices.

5.3. Admissions and Scholarships

5.3.1. Implement reservation policies as per government guidelines. 5.3.2. Provide additional support and guidance during the admission process. 5.3.3. Offer special scholarships and financial aid for Divyangjan students.

5.4. Employment

5.4.1. Ensure equal employment opportunities for Divyangjan staff and faculty. 5.4.2. Provide necessary accommodations in the workplace. 5.4.3. Conduct regular sensitivity training for all employees.

5.5. Awareness and Sensitization

5.5.1. Organize regular workshops and events to promote disability awareness. 5.5.2. Include disability studies in relevant course curricula. 5.5.3. Celebrate International Day of Persons with Disabilities annually.

6. Grievance Redressal

6.1. Establish a dedicated Divyangjan Cell to address concerns and grievances. 6.2. Ensure prompt and fair resolution of all complaints related to disability discrimination.

7. Implementation and Monitoring

7.1. Form a Divyangjan Welfare Committee to oversee policy implementation. 7.2. Conduct regular audits to assess policy effectiveness and compliance. 7.3. Review and update the policy biennially or as required by changes in legislation.

8. Responsibilities



8.1. The Principal shall be the overall in-charge of policy implementation. 8.2. All department heads, faculty, and staff are responsible for adhering to this policy. 8.3. Students are encouraged to support and participate in creating an inclusive environment.

9. Conclusion

Sree Narayana College, Kannur, is dedicated to fostering an inclusive environment where Divyangjan can thrive and reach their full potential. This policy reaffirms our commitment to equality, dignity, and respect for all individuals, regardless of their abilities.



Principal
CPJ 15.7.22
PRINCIPAL
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KANNUR