



Policy on Differently Abled Individuals

Preamble

Allenhouse Institute of Management is committed to creating an inclusive and supportive environment for differently-abled individuals. This policy aims to ensure equal opportunities and access to education, facilities, and resources for all students, faculty, staff, and visitors with disabilities. The institution recognizes the diverse needs of differently-abled individuals and is dedicated to fostering an environment of respect, dignity, and empowerment.

Objectives

- Ensure equal access to education, facilities, and services for differently-abled individuals.
- Promote an inclusive and supportive campus environment.
- Eliminate barriers to participation and engagement for differently-abled individuals.
- Comply with all relevant laws and regulations regarding disability rights and accessibility.
- Foster awareness and understanding of the needs and rights of differently-abled individuals within the campus community.

Applies To

This policy applies to all students, faculty, staff, and visitors of Allenhouse Institute of Management.

Policy Framework

1. Physical Accessibility

- Ensure that all campus buildings, facilities, and infrastructure are accessible to differently-abled individuals.
- Install ramps, elevators, handrails, and other accessibility features in compliance with relevant accessibility standards.

- Provide accessible restrooms, classrooms, laboratories, libraries, and other essential facilities.

2. Enabling Unit

The Enabling Unit of Allenhouse Institute of Management is established to provide accessible education with equal facilities for differently-abled staff and students. The unit will make continuous efforts to make the college barrier-free.

A. Infrastructure

- Ensure that ramps, rails, trails, and lifts in the college premises are accessible and disabled-friendly to ease mobility.
- Install appropriate Braille markings and an announcement system in lifts to assist differently-abled individuals.
- Implement tactile paths for the visually impaired to enhance their comfort and enable independent movement within the campus.
- Maintain and clean dedicated washrooms for differently-abled students and staff regularly.

B. Library

- The library will have a dedicated section for visually impaired individuals, which includes:
 - Braille material and audio CDs.
 - Circulation of Braille material and audio CDs.
 - Computer systems installed with JAWS software and headphones.
 - Membership to the "Braille Library" for visually impaired students.
 - Trained library staff to assist special students as required.
- Ensure future upgrades of available software, services, and devices as necessary.

3. Access to Education:

- Ensure that differently-abled students have equal access to academic programs, courses, and resources.
- Provide reasonable accommodations and support services to meet the educational needs of differently-abled students.
- Implement inclusive teaching practices and materials that cater to diverse learning needs.

4. Assistive Technology

- Provide assistive technology, such as Angel-Pro and DAISY software, headphones, smartphones, and laptops, to facilitate the learning process of visually challenged students.

- Encourage students to use the recording room and recording facilities available in the college.

5. Support Services:

- Offer specialized support services, such as counseling, academic advising, and assistive technologies, to differently-abled students.
- Establish a dedicated office or coordinator for disability services to assist differently-abled individuals in accessing resources and accommodations.
- Provide training for faculty and staff on supporting differently-abled individuals and promoting inclusivity.

6. Reasonable Accommodations:

- Ensure that reasonable accommodations are provided to differently-abled individuals to enable their full participation in academic, extracurricular, and employment activities.
- Develop individualized accommodation plans in collaboration with differently-abled individuals, ensuring their needs and preferences are respected.

7. Inclusive Campus Environment:

- Promote awareness and understanding of the rights and needs of differently-abled individuals through workshops, seminars, and awareness campaigns.
- Encourage the participation of differently-abled individuals in campus activities, organizations, and leadership roles.
- Address and prevent any form of discrimination, harassment, or exclusion based on disability.

8. Transportation and Mobility:

- Provide accessible transportation options for differently-abled individuals to and from the campus.
- Ensure that campus transportation services are equipped to accommodate the needs of differently-abled individuals.

9. Emergency Preparedness:

- Develop and implement emergency preparedness plans that address the needs of differently-abled individuals.
- Conduct regular training and drills to ensure that differently-abled individuals

10. Financial Assistance

- Make all possible efforts to provide economic assistance to needy students as per rules.
- Ensure timely payment of writing fees to writers, facilitating the arrangement of writers for classwork and examinations.

11. Co-Curricular Activities

- Increase participation of differently-abled students in cultural and sports activities by organizing relevant events.
- Sensitize students to the special needs of differently-abled students and encourage their inclusion in class discussions, projects, and college activities.
- Plan competitive events and short trips tailored to the requirements and interests of differently-abled students are aware of and can access emergency procedures.

Staff and Students

- Ensure that staff and students interact with differently-abled individuals with empathy and inclusivity.
- Encourage differently-abled students to avail themselves of the separate provision for assistance in admission and examination.
- Raise awareness about the Student Union of Persons with Disabilities to empower differently-abled students.
- Inform students about recognition and awards given to differently-abled individuals to encourage them to avail themselves of these opportunities.

Implementation and Monitoring

- **Disability Services Office:** Establish a dedicated office or appoint a coordinator responsible for overseeing the implementation of this policy and providing support to differently-abled individuals.
- **Regular Audits:** Conduct regular audits and assessments of campus facilities, programs, and services to ensure compliance with accessibility standards and identify areas for improvement.
- **Feedback Mechanism:** Establish a feedback mechanism for differently-abled individuals to report issues, suggest improvements, and provide input on their experiences and needs.
- **Continuous Improvement:** Regularly review and update this policy to reflect best practices, technological advancements, and changes in relevant laws and regulations.

Conclusion

Allenhouse Institute of Management is committed to fostering an inclusive and supportive environment for differently-abled individuals. By ensuring equal access to education, facilities, and resources, and by promoting awareness and understanding of disability rights, the institution strives to create a campus where all individuals can thrive and achieve their full potential.