

POLICY FOR THE SPECIALLY-ABLED

INTRODUCTION

As a part of a wider commitment to equal opportunities generally and in acknowledgement of the legal duties which it has towards specially-abled faculty/staff/students and visitors, college confirms its commitment to the development of an environment in which barriers to the effective participation of specially-abled students and staff are lowered or removed.

GENERAL PRINCIPLES

College believes that a properly implemented and monitored policy on disability is in the best interests of its students and staff, both present and future. To this end the following are the policy guidelines:

C: STUDENTS AND STAFF

- College will take all responsible steps, within available resources, to attempt participation by specially abled students and staff in all aspects of College life on equal terms with other students and staff of the college, thereby complying fully with the relevant legislation from time to time.
- A programme of improvement to the environments for learning, working and social interaction will continue to be implemented to support, as far as is reasonably practicable and possible within available resources, the full and effective involvement of specially abled people, and compliance with the legislative provisions. To support that programme, the college will encourage all academic and administrative departments to review regularly the accessibility of their provision for specially abled students and staff, to produce ideas and plans for improving access, support and services for students and staff with disabilities both in the short term and in the long term as well.
- A lift be made available inside the campus for an easy access to upper floors. The College has many ramps for the students and staff's easy accessibility to the rooms and the floors through wheelchairs. A car parking specific to specially abled be earmarked. Toilet facility is already upgraded to provide an easy access & usage. Physical access to the estate be periodically reviewed.

A: STUDENTS

- No applicant will be refused a place at the College on the grounds of disability before full consideration of the limitations so imposed specially on undergoing training as Engineers, or of specific support facilities required for other disciplines.
- College will promote an awareness and understanding of the ways in which curricular and other provisions may be accessible to specially abled people.
- Faculty will be trained to deal with every specially abled applicant, and the teaching and learning activities entailed.
- Any request for special consideration in relation to examination and assessment procedures must be supported by medical or other evidence.

B: STAFF

- College will consider any reasonable adjustment to either the work environment or work process of specially abled members of staff in accordance with the Persons with Disability Act 1995.
- College's career development structures and processes will take account of any reasonable adjustments a specially abled member of staff needs to perform the requirements of their post, and will take account of these in setting and measuring the objectives and outcomes for that individual.
- All reasonable adjustments will be made to assist specially abled members of staff in participating in training and development activities.

E: COMPLAINTS PROCEDURE

The College endeavours to provide an environment which is student supportive and fair. Where a complaint is not dealt with to the satisfaction of the complainant at an informal level, any formal complaint or grievance should be sent to the Administrative Officer, who is charged with the responsibility for specially abled students and staff. College is committed to do all within its power to resolve swiftly the complaints brought by specially abled students, staff and visitors.

D: CONCLUSION

College recognizes that there will be resource implications and some limitations in the implementation of this policy. Nonetheless, the protection and implementation of this policy is the responsibility of the college and all concerned. All staff and students also have a personal responsibility to adhere to and apply this policy in the spirit of its letter.

