



**SOUNDARYA**  
INSTITUTE OF  
MANAGEMENT AND  
SCIENCE



# DIVYANGJAN POLICY


# INTRODUCTION

Soundarya Institute of Management and Science is committed to promoting a culture of inclusivity and accessibility, firmly opposing discrimination on grounds of disability. Our institution aims to create a comprehensive and welcoming teaching and learning environment where disabled students and employees are treated with respect and fairness. We believe that diversity enriches our community and contributes to a vibrant and supportive educational experience for all.

**Inclusivity in Teaching and Learning,** Our institution is dedicated to fostering an inclusive approach to teaching and learning, ensuring that all students, regardless of their abilities, have equal access to educational resources and opportunities. Faculty members are encouraged to employ diverse teaching methods and technologies to accommodate different learning styles and needs.

**Support for Disabled Individuals,** We extend a helping hand to differently-abled individuals to ensure they can fully benefit from all academic and non-academic services provided by the institution. Specialized support services, such as accessible classrooms, assistive technologies, and additional learning assistance, are available to cater to specific requirements

**Sensitization and Training,** Faculty and administrative staff undergo regular sensitization and training programs to better understand the needs of disabled individuals and how to effectively support them. This ensures a nurturing and respectful environment that fosters growth and development for all.




**Accessibility on Campus,** the institution is continuously working to improve the accessibility of our campus facilities. We strive to create barrier-free spaces, implement accessible infrastructure, and provide necessary accommodations to enhance mobility and convenience for everyone.


**Equal Opportunities for Employment,** Our commitment to inclusivity extends to employment opportunities as well. Disabled individuals seeking employment at the college will be treated fairly and without discrimination, ensuring equal opportunities for career growth and professional development.

**Student Support Services,** The institution offers a range of student support services to empower disabled students to thrive academically and socially. This includes personalized academic counseling, peer support networks, and disability-specific resources.

**Collaborative Engagement,** We actively engage with disabled individuals and disability organizations to gather feedback, understand concerns, and collaboratively work towards continuously improving our inclusivity efforts.

**Non-Discrimination Policy,** Discrimination on grounds of disability is strictly prohibited within the institution premises. Any form of discrimination or harassment will be dealt with promptly, following our institutional policies and guidelines.






**Incorporating Universal Design,** As part of our commitment to inclusivity, we aim to incorporate universal design principles across campus facilities, academic programs, and services, making them accessible to all individuals.

By upholding these principles and working together as a community, the institution endeavors to create an empowering and inclusive environment where everyone can thrive and reach their full potential.

## **AIMS AND OBJECTIVES**

- Creating an inclusive culture to avoid discrimination, exploitation and exclusion of disabled students and staff from all spheres of work and education.
  - To provide a nurturing and motivating environment for students with learning disabilities to accommodate their pedagogic needs.
  - Ensuring implementation of all legislations with respect to persons with disabilities.
  - Providing accessible and inclusive education at the institution.
  - Ensuring full participation of persons with disabilities
  - Providing the disabled equal opportunities for development.
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# IMPLEMENTATION

- Barrier free environment for the orthopedically handicapped
- Facility for the orthopedically handicapped to use an entry to the college that is free of steps.
- Ramp facility is available on the campus.
- Lift facility available for the orthopedically handicapped.
- Disabled friendly washrooms.
- No queue policy at all counters of the administrative office and library.
- Separate seating arrangements for in house as well as outsider disabled students using scribes during examinations.
- Assistance to get scribes during examination as per University Guidelines.
- Provision for extra time for eligible students during examination.
- Audio study material especially designed by in house faculty members for visually handicapped students.
- Physical facility like wheelchair and walker is available for physically challenged persons.
- The library of the college is on the ground floor.
- The duties & responsibilities to teaching and non-teaching staff to resolve the difficulties faced by Divyangjan students.
- The institution provides career counseling session to guide and motivate divyangjan students.
- The canteen is also on the ground floor and barrier free.
- Provisions for admission is maintained as 25% of the fee concession as per institution policy rules



  
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