

# **JAYPEE INSTITUTE OF INFORMATION TECHNOLOGY NOIDA**

## **Divyangjan Policy & Initiatives**

### **Introduction:**

Rights of Persons with Disabilities Act, 2016 prohibits discrimination against individuals with physical and mental disabilities. JIIT is against all kinds of discriminations on any grounds including disability. The Institute aims to promote an inclusive learning, teaching and working environment in which disabled students and staff are not disadvantaged or treated unfavorably. JIIT aims to make each of its programs, services, and activities accessible to and usable by all the persons with disabilities. All the members of JIIT society share the responsibility for helping people with disabilities to secure the benefits of campus programs, services, and activities. These guidelines apply to all teaching, non-teaching staff members and student of the Institute.

### **Objectives of the Policy:**

1. To provide equal educational opportunities to differently-abled persons in the Institute.
2. To create awareness about the specific educational needs of differently-abled persons.
3. To create Inclusive Culture to avoid discrimination, exploitation and exclusion of Disable Students and Staff from all spheres of work and education.
4. To create suitable regulatory mechanism for effective delivery of services to Disable Students and Staff of the institute and research centers.
5. To ensure implementation of all legislations with respect to persons with disabilities.
6. To provide accessible and inclusive education to differently-abled persons in the institute.

7. To ensure full participation of persons with disabilities and to provide them the equal opportunities for development.
8. To equip the Institute with the facilities to provide access to differently-abled persons.
9. To provide special devices in the Institute that will augment the learning experiences of differently-abled persons.

**Policy Statement:**

Institute shall facilitate higher education for differently abled persons (PwDs) in every stream and would have necessary aids and appliances for higher education of PwDs.

**Qualified Person with Disability:**

The term "qualified person with a disability" refers to an individual with a disability who is qualified to participate in any given institute program or activity.

1. With respect to enrolment, a qualified person with a disability must satisfy the academic standards required for admission and meet the academic requirements established for any given course, degree, or certificate program.
2. With respect to employment, training, work assignments, and promotion, a qualified individual with a disability must be able to perform the minimum essential functions of the job.
3. Moreover relaxation shall be allowed as per the Government rules.

**Governing bodies:**

JIT will constitute an expert committee which will be responsible in formulating, implementing and revising policy and guidelines for persons with disabilities.

The committee shall consist of minimum five members selected from faculty from the Institute, experts in the field and persons with disabilities. All committee members shall be appointed by Vice Chancellor of the Institute for

period of three years. The committee should meet at least twice a year to review the concerned activities.

**The major functions of Expert Committee for persons with disabilities include:**

1. To address all disability related issues in the Institute and research centers.
2. To ensure overall accessibility for persons with disabilities in the entire Institute system including departments and research centers.
3. To guide activities of the enabling units or resource centre by providing expert suggestions.
4. To resolve major grievances pertaining to any matter of persons with disabilities. The matter shall be first referred to HODs. If it is not resolved, it should be sent to the competent authorities.