



**ST. ANDREW'S COLLEGE OF ARTS, SCIENCE AND COMMERCE**

**AFFILIATED TO UNIVERSITY OF MUMBAI**

**ST. DOMINIC ROAD ,BANDRA (W)**

**MUMBAI 400050**

## **DISABILITY POLICY AND GUIDELINES**

**2020-21**

**BY THE EQUAL OPPORTUNITY CELL**

**INCLUSIVE EDUCATION POLICY**

- St Andrew's College of Arts, Science & Commerce is committed to creating and sustaining equal opportunities for all students, with or without disability. The college aims to comply with the Persons with Disability Act of 2016 by providing inclusive education to the students with disabilities so that there is equality of opportunity and full and effective participation & inclusion in the College. The College will also focus on the evolving capacities of students with disabilities and respect their right to preserve their identities.
- The College follows the guidelines mandated by the Mumbai University per circular No. Exam/COE/Benefit/102 of 2012 dated 31 March 2012 regarding the provision of accessibility needs during exam times. The institution further complies with the Mumbai University circular No. Exam/COE/Benefit/1353 of 2013 dated 21 September 2013 pertaining to students with learning disabilities.

### **STUDENTS WITH LEARNING DISABILITIES**

- “Student with disability” means a student with long term physical, mental, intellectual or sensory impairment which, in interaction with barriers, hinders his full and effective participation in the College equally with others;
- “Student with benchmark disability” means a student with not less than forty per cent. of a specified disability where specified

disability has not been defined in measurable terms and includes a student with disability where specified disability has been defined in measurable terms, as certified by the certifying authority;

- “Certifying authority” means an authority designated under the Rights of Persons with Disabilities Act, 2016.

### **INFRASTRUCTURE ON CAMPUS:**

St. Andrew’s College currently has an Equal Opportunity Cell (launched in July 2019) that is committed to providing gender-sensitive, queer-friendly, anti-caste and disability-aware services and sensitisation programmes on campus. The Equal Opportunity Cell plans for various inclusion related initiatives on campus.

As a current or prospective student with disability, any queries may be directed to [eqopc@standrewscollege.ac.in](mailto:eqopc@standrewscollege.ac.in)

A student-led branch of the Equal Opportunity Cell has been created and is in the process of training and sensitising student members. Students interested in joining this initiative are encouraged to register either with one of the members of the cell or with the current student representative. The student-led cell is intended to allow for sensitisation, training, peer group support, as well as student-led advocacy. The intent is to foster leadership within the disabled community.

## **RIGHTS OF STUDENTS WITH LEARNING DISABILITIES**

- As mandated by the Rights of Persons with Disabilities Act, 2016, the College has reserved 5% seats for students with benchmark disabilities
- The student with benchmark disabilities shall be given an upper age relaxation of five years for admission in the College.
- The College will admit students without discrimination and provide education and opportunities for sports and recreation activities equally with others;
- The College will make building, campus and various facilities accessible;
- The College will provide necessary support individualised or otherwise in environments that maximise academic development consistent with the goal of full inclusion;
- The College will monitor participation, progress in terms of attainment levels and completion of education in respect of every student with disability;
- The College will if so required restructure/redesign courses and programmes and support infrastructure facilities to ensure access, inclusion and participation of student with disabilities in all sporting activities;
- The College will promote and organise disability specific sporting events for persons with disabilities and also facilitate

awards to the winners and other participants of such sporting events.

- The Equal Opportunity Cell currently co-ordinates with students to provide writers for exams. In order to avail of this service, students are asked to fill out the following google form regarding their needs. Students will be matched as per availability and strict ethical standards will be maintained throughout. (Google Form link given below)

<https://forms.gle/UVSi8NQcQA6XkjtG9>

- The college is equipped with lifts and ramps (outside of the AV Room in the main building) and has AV technology in each classroom. A gender neutral accessible toilet is available on campus. Keys for this toilet are with the watchmen who is available during College working hours.
- A counsellor is available on campus to offer mental health support to students.
- Students wishing to register themselves with the Equal Opportunity Cell for support services may contact the members of the cell or email [eqopc@standrewscollege.ac.in](mailto:eqopc@standrewscollege.ac.in). Strict confidentiality will be maintained.

#### **ADDRESSING STUDENT CONCERNS:**

- In case of specific accessibility needs, students may approach the Equal Opportunity Cell at [eqopc@standrewscollege.ac.in](mailto:eqopc@standrewscollege.ac.in)

- If the student wishes to complain regarding the conduct of staff or students where their disability has been the site of harassment, they are encouraged to submit a complaint to the college's Internal Complaint Committee (ICC). Complaints may be provided to the Principal in hard copy in person, or in soft copy via the email address:

[principal@standrewscollege.ac.in](mailto:principal@standrewscollege.ac.in)

#### **ADDRESSING STAFF CONCERNS:**

- If staff members would like additional training so as to offer inclusive classrooms, they are encouraged to contact members of the Cell.
- If staff members with disability would like additional support to be arranged for themselves or for speakers/ visitors to campus, please contact the cell at [eqopc@standrewscollege.ac.in](mailto:eqopc@standrewscollege.ac.in).