

PARUL UNIVERSITY

R/Note-50/2016-17

Office of the Registrar
September 17, 2016

NOTE

Sub: Implementation of provisions for Persons with Disabilities

Ref: Letter from UGC bearing No. D. O.No. F 10-2/2013 (SCT) dated September, 2016

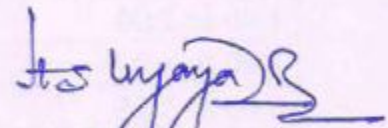
The UGC in its communication cited at reference has enclosed an earlier communication dated September 29, 2008 in which the following paragraph is mentioned which is an outcome of the recommendation of the Group of Ministers:

"All educational institutions should be (i) made barrier free within a reasonable time-frame of, say, two years for universities, and three years for colleges and schools. They should also have facilities to provide (ii) Braille books and talking books. (iii) Sign language interpreter should also be provided in institutions having hearing impaired students."

Actions on the above must be initiated by the following:

- (i) Estate Officer
- (ii) Chief Librarian
- (iii) Establishment

All the concerned are requested to initiate measures as suggested by the UGC. Periodical Compliance Reports will have to be submitted to the UGC.


Registrar

To,

- 1) Shri. Arvindbhai Patel, Member, Governing Body and Estate Manager
- 2) Smt. Dhavalben Bhatt, Chief Librarian
- 3) Central Administration Department

Submitted To,

- 1) The President
- 2) The Vice President
- 3) The Provost

Parul University

Policy on Inclusion, Accessibility, and Support for Persons with Disabilities

Introduction

Parul University recognizes the imperative of fostering an inclusive and accessible learning environment that empowers differently abled students to access education without hindrance. In consonance with national legislation such as the **Rights of Persons with Disabilities Act, 2016**, and aligned with our institutional values of equity, diversity, and respect, we establish this comprehensive policy to ensure that differently abled students, faculties, and staff are provided with equal opportunities, resources, and a nurturing environment that enables their holistic growth and success.

Vision and Commitment

Parul University envisions becoming a flagship institution of inclusion, accessibility, and empowerment where every individual, regardless of physical, sensory, cognitive, or psychological conditions, can thrive in a supportive and enabling environment. We are committed to building a campus that respects the rights of persons with disabilities while actively promoting awareness, dignity, and equity. By removing systemic and physical barriers, providing reasonable accommodations, and ensuring dedicated funding for accessible infrastructure and services, we strive to empower all members of the Parul University community—students, faculty, and staff—to achieve their academic, personal, and professional aspirations.

This vision is guided by our core principles:

- Equal opportunity and non-discrimination
- Comprehensive support and reasonable accommodation
- Inclusive growth and community engagement
- Sustainable, barrier-free campus development

Definition

"Differently abled students" encompass individuals with physical, sensory, cognitive, or psychological impairments that may affect their participation in educational activities.

Support Services and Access Schemes

Parul University provides a range of support services and access schemes:

1 Mentorship and Targeted Support

- Each differently abled student, faculty, or staff member is paired with a **trained mentor** (peer, faculty, or administrative officer) to assist with navigation, academic challenges, or workplace adaptation. A dedicated team provides case-specific advice, accommodations, and advocacy.

- Regular check-ins and progress assessments by the team ensure continuity of support.

2 Counselling and Mental Health Services

- Insight – Centre for Counselling and Psychological Wellness offers tailored services for emotional and psychological well-being.
- Special psychological support is available for managing academic stress, workplace challenges, or transitional phases (e.g., joining university, returning after leave).

Inclusive Infrastructure and On-Campus Accommodation

Parul University has implemented inclusive infrastructure development through:

- Barrier-free access to classrooms, libraries, hostels, labs, dining areas, and auditoriums.
- Accessible washrooms, ramps, elevators, tactile pathways, and signage.
- On-campus residential accommodations specifically designed for persons with disabilities, including mobility-accessible rooms, accessible bathrooms, and proximity to essential services.
- Accessible transportation within campus via low-floor electric vehicles and reserved seating options.

Reasonable Accommodations and Provisions

- **Students**
 - Extended examination durations, alternate assessment formats, flexible attendance policies.
 - Access to **assistive technology** (screen readers, text-to-speech tools, adaptive keyboards).
 - Course materials in accessible formats (braille, large print, digital/audio).
 - **KIBO technology** installed in the university library for converting printed materials into audio format.
 - **Note-taking support** and peer assistance.
 - Participation in **special sports coaching** and inclusive extracurricular activities.
- **Faculty and Staff**
 - Workplace accommodations such as modified workstations, flexible schedules, alternate communication formats, or adapted equipment.
 - **Professional development workshops** on inclusive practices, teaching strategies, and universal design.
 - Eligibility for **reasonable work modifications** during health episodes related to their disability.

Funding and Resource Allocation

Parul University ensures:

- **Dedicated funding** annually earmarked for accessibility improvements, assistive devices, and support services.
- Transparent budget allocation, infrastructure adaptation, accessible materials, and awareness programs.
- Partnerships with government and non-governmental organizations to leverage additional funding or expertise.

Training and Awareness

- **Mandatory sensitization programs** for all faculty and staff on disability inclusion and inclusive pedagogy.
- **Workshops and events** to promote awareness, empathy, and empowerment.
- Inclusion of disability studies and rights-based discourse in the curriculum across disciplines where relevant.

Grievance Redressal Mechanism

A three-tiered grievance redressal mechanism ensures that all disability-related concerns are addressed swiftly:

- **Departmental Disability Coordinator** – First point of contact.
- **Institute-Level Inclusion Committee** – For unresolved concerns.
- **University Grievance Redressal Cell for Disability Inclusion** – Final authority with legal oversight and external experts.

Complaints can be submitted anonymously and will be handled confidentially.

Confidentiality and Privacy

All records, assessments, and personal data related to an individual's disability are kept confidential and disclosed only to authorized personnel on a need-to-know basis, ensuring privacy and dignity.

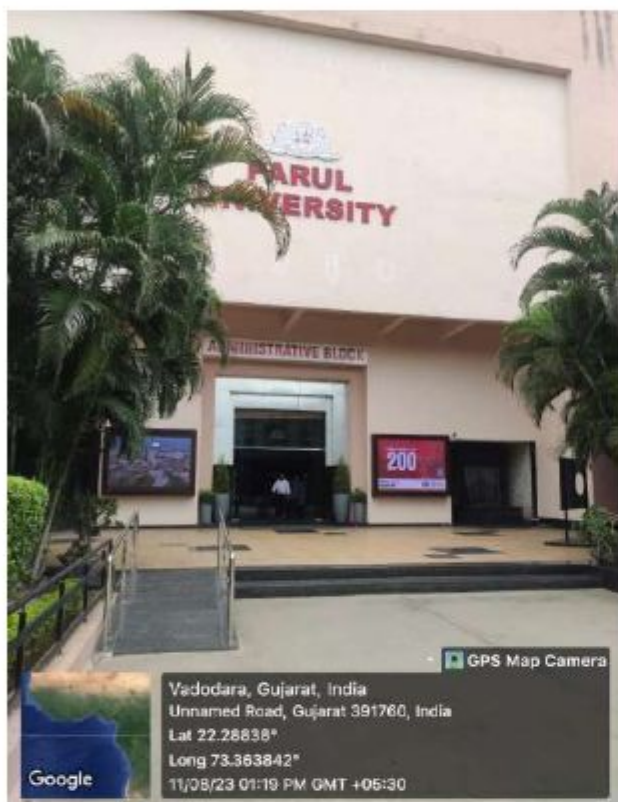
Monitoring, Review, and Continuous Improvement

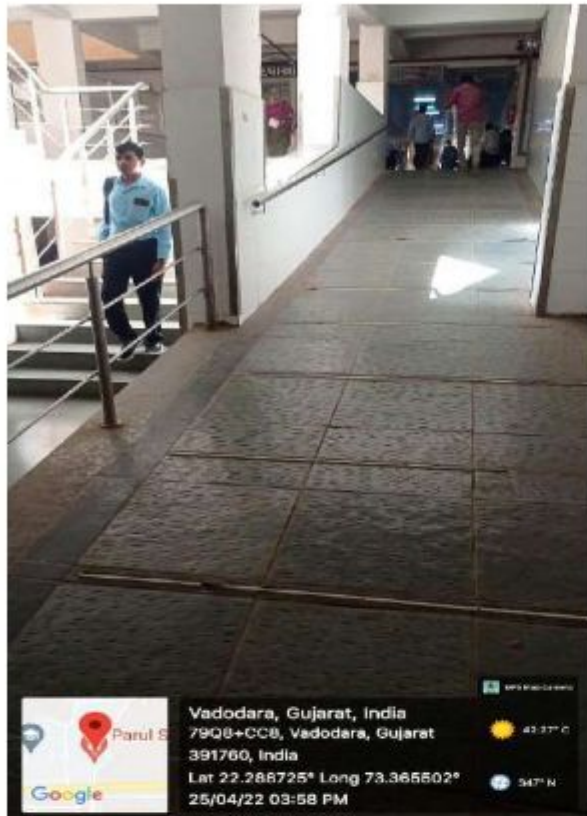
- The **Disability Inclusion Committee** will conduct **annual reviews** of policy implementation.
- Feedback from students, faculty, and staff will be incorporated into policy revisions.
- Regular audits of physical and digital infrastructure will be undertaken for compliance.

Conclusion

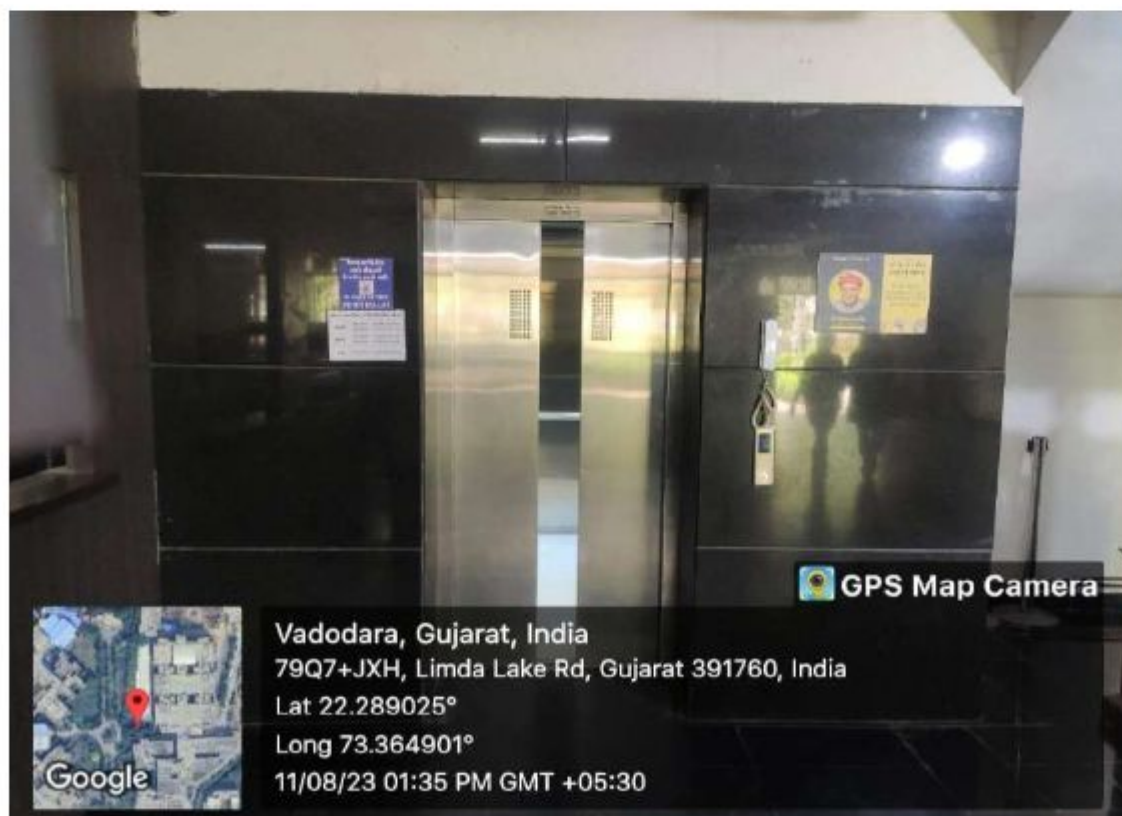
Parul University reaffirms its steadfast commitment to inclusion, accessibility, and support for all individuals with disabilities. This policy ensures that no individual is left behind, and every person is empowered to achieve their full potential within our academic and professional community.

Disabled Friendly Facilities





Disabled-friendly lifts in campus





GPS Map Camera



Vadodara, Gujarat, India
79QB+P5Q, Limda Lake Rd, Gujarat 391760, India
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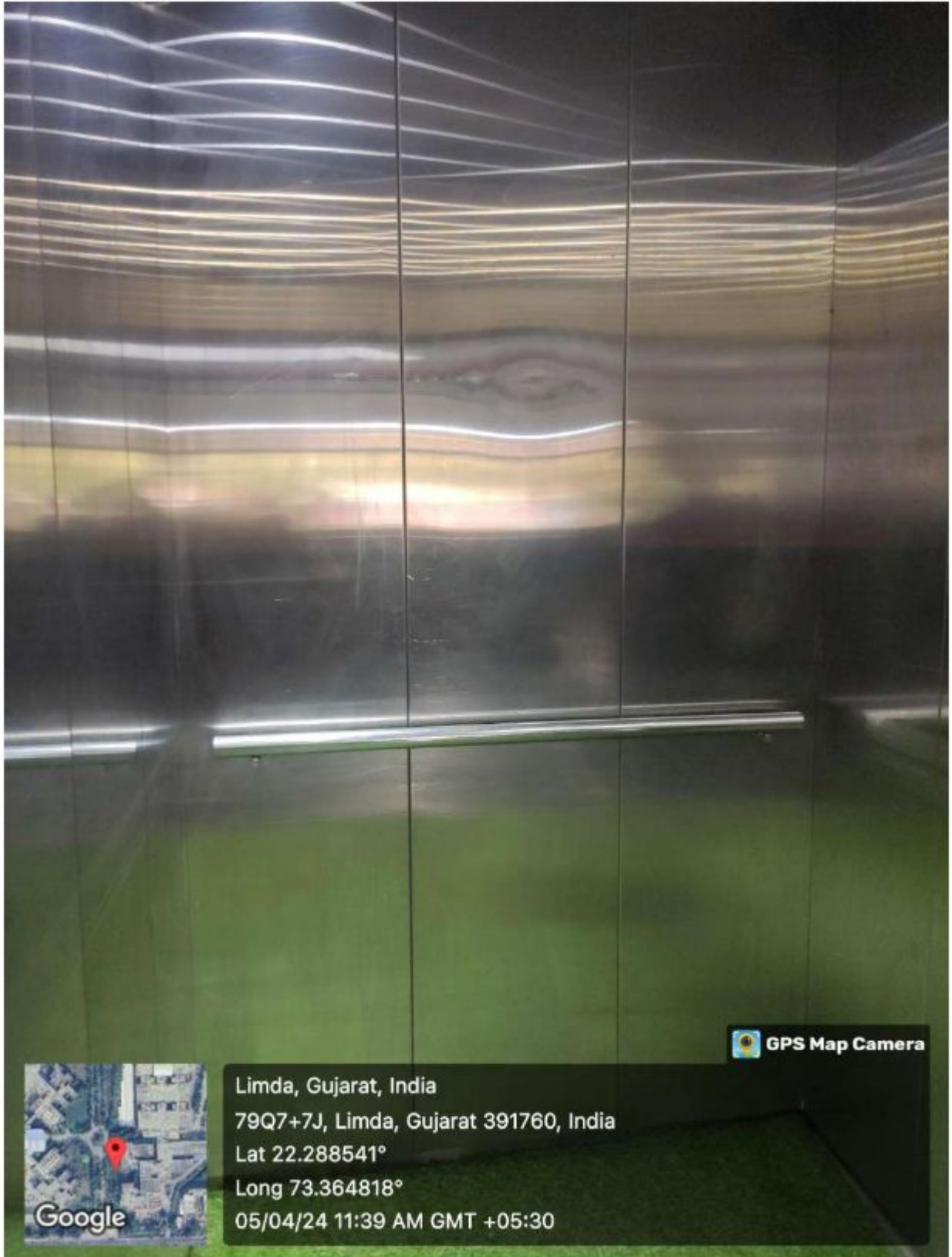


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GPS Map Camera

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Google

 GPS Map Camera

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79Q7+7J, Limda, Gujarat 391760, India
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