



विद्या सर्वस्य भूषणम्



## **INTERNAL QUALITY ASSURANCE CELL**

**PRABODHAN EDUCATION SOCIETY'S**

## **VIDYA PRABODHINI COLLEGE**

**OF COMMERCE, EDUCATION, COMPUTER & MANAGEMENT  
VIDYA NAGAR, ALTO PORVORIM GOA - 403521**

## **DIVYANGJAN POLICY**



From the Principal's Desk

Dear Students and Faculty

Welcome to the Divyangjan policy of the College

Our college has always been committed to the fostering of an inclusive and supportive environment for all students, irrespective of their backgrounds and abilities. In line with this commitment, we are proud to introduce the Divyangjan Policy, aimed at creating a more accessible and equitable space for students with disabilities.

Diversity being at the core of our educational philosophy, we firmly believe that every student, regardless of their physical or cognitive abilities, deserves an equal opportunity to thrive academically and personally. The Divyangjan Policy is a testament to our dedication to the breaking down of barriers and ensuring that our college is a place where everyone can reach their full potential.

We at Vidhya Prabodhini College are actively working towards making our campus more accessible. This involves not only physical infrastructure modifications but also the implementation of technologies that can assist students with disabilities in navigating our facilities more easily. We understand that a barrier-free environment is crucial for creating a level playing field for all.

In terms of curriculum, our faculty is working diligently to make necessary adjustments to ensure that the learning experience is inclusive. This may involve providing alternative formats for learning materials, incorporating assistive technologies, and offering additional support through specialized educators. The goal is to cater to the diverse learning needs of all our students, recognizing that everyone has unique strengths and challenges.



Moreover, we are actively promoting awareness and sensitivity among our student body and faculty. Workshops and training sessions will be organized to foster a better understanding of the challenges faced by students with disabilities and to cultivate an empathetic and supportive community.

The Divyangjan Policy is not merely a set of guidelines but a reflection of our commitment to embrace diversity in its truest sense. We firmly believe that by creating an inclusive environment, we not only enrich the educational experiences for students with disabilities but also enhance the overall learning atmosphere for the entire college community.

As we embark on this journey, let us remember that true greatness lies in our ability to uplift and empower one another. With the Divyangjan Policy, we are taking a significant step towards building a college that stands as a beacon of inclusivity, where every student, regardless of their abilities, can shine brightly.

Through the Divyangjan Policy drafted by the IQAC, we intend to implement and extend the necessary support to those in need of assistance with regard to different disabilities.

Let us all work together to make our college a model of inclusivity, where every student feels valued, supported, and empowered to pursue their dreams.

Best Wishes



(Dr. Bhushan V. Bhave)  
Principal



PRINCIPAL  
Vidya Prabodhini College of Commerce,  
Education Computer & Management  
Vidyanagar, Parvari - Goa.

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## **GUIDELINES OF THE DIVYANGJAN POLICY**

“Every life holds value, regardless of location, age, gender or disability. There is a plan and a purpose for everyone.”

Thomas Edison

### **INTRODUCTION**

In the pursuit of academic excellence, the Divyangjan policy of our College marks a significant milestone in our commitment to foster an inclusive and equitable educational environment, ensuring that every student, regardless of their physical or cognitive abilities, has the opportunity to thrive and succeed.

At the heart of the Divyangjan Policy is the recognition that diversity is not just a concept but a fundamental strength that enriches the fabric of our educational community. We acknowledge the unique needs and challenges faced by students with disabilities and aim to create a campus where barriers are dismantled, and a supportive atmosphere prevails.

The essence of this policy lies in its multi-faceted approach, addressing various aspects to provide a comprehensive and holistic support system for our Divyangjan students. One of the primary pillars of the policy is the modification of our physical infrastructure. We are actively working towards creating an accessible campus that eliminates physical barriers and ensures ease of movement for all. This involves the installation of ramps, accessible restrooms, and other necessary facilities that make our college more welcoming and accommodating.

We thus commit ourselves beyond physical modifications and help make learning more inclusive by creating an educational experience that is tailored to the unique needs of every student, fostering an environment where everyone can thrive.

Awareness and sensitivity play a pivotal role in the success of the Divyangjan Policy. We understand the importance of cultivating a community that not only accepts but also celebrates diversity. To achieve this, we are organizing workshops and training sessions for both students and faculty. These sessions aim to raise awareness about the challenges faced by students with disabilities, foster empathy, and equip our community with the tools to be supportive allies.

The Divyangjan Policy is not a standalone initiative; it is a commitment to creating a cultural shift within our college. We believe that an inclusive



environment benefits everyone, creating a community where each member is valued for their unique contributions. By breaking down barriers and embracing diversity, we are not only empowering our Divyangjan students but also enriching the overall college experience for every individual.

## **NEED FOR A DIVYANGJAN POLICY**

The inclusion of individuals with disabilities is not merely a moral imperative; it is an essential facet of a truly equitable and progressive community. The Divyangjan policy of the College emerges not only as a response to legal mandates but as a genuine commitment to create an environment where every student, regardless of their abilities, can flourish.

The call for a Divyangjan Policy emanates from the broader societal obligation to uphold the principles of equal opportunity and access to education. Historically, individuals with disabilities have encountered barriers that impede their participation in mainstream educational systems. The Divyangjan Policy seeks to dismantle these barriers, ensuring that educational opportunities are extended to every student, irrespective of physical or cognitive differences.

One of the primary drivers behind the need for the Divyangjan Policy is the principle of social justice. The policy aligns with the fundamental belief that every individual deserves fair and equal treatment, regardless of their physical or cognitive abilities. By acknowledging and addressing the unique challenges faced by students with disabilities, our Institution not only meets the legal requirements but also embodies a commitment to fairness and justice in education.

Furthermore, the policy is a response to the evolving understanding of diversity in educational settings. Diversity is not limited to race, gender, or socioeconomic status; it encompasses a spectrum of abilities and challenges. Embracing this broader perspective, the Divyangjan Policy strives to create an educational landscape where differences are not only acknowledged but celebrated.

The Divyangjan Policy is also a proactive measure to counteract stereotypes and stigmas associated with disabilities. By fostering inclusivity within our college, we challenge preconceived notions and promote a culture that recognizes the unique talents and contributions of every individual. This, in turn, contributes to a more compassionate and empathetic community that values diversity in all its forms. By implementing this policy, we are taking a significant step towards



empowering every student to pursue their academic and personal aspirations without unnecessary hindrances.

In addition to addressing the immediate needs of students with disabilities, the Divyangjan Policy is aligned with global initiatives promoting sustainable development goals.

## **OBJECTIVES OF THE DIVYANGJAN POLICY**

1. **Equal Access to Education:** The primary objective of the Divyangjan Policy is to ensure equal access to educational opportunities for all students, regardless of their physical or cognitive abilities. By removing physical, technological, and educational barriers, we aim to create an environment where every student can participate fully in the academic experience.
2. **Inclusive Infrastructure:** The policy strives to transform the physical infrastructure of the college to make it more accessible. This includes the installation of ramps, accessible restrooms, and other modifications to create a barrier-free campus. In doing so, our Institution is committed to provide an inclusive physical environment that supports the diverse needs of all students.
3. **Adaptive Curriculum and Teaching Methods:** The Divyangjan Policy seeks to adapt and diversify the curriculum to accommodate the varied learning styles and needs of students with disabilities. This includes the incorporation of assistive technologies, alternative formats for learning materials, and the engagement of trained educators to provide additional support. The aim is to create a flexible and inclusive learning environment that caters to the diverse needs of every student.
4. **Awareness and Sensitization:** We look forward to raise awareness and foster sensitivity within the college community. Workshops, training sessions, and awareness campaigns will be conducted to educate both students and faculty about the challenges faced by students with disabilities. This objective is crucial in building an empathetic community that understands and appreciates the value of diversity.
5. **Promoting a Culture of Inclusion:** Beyond physical and academic adjustments, the Divyangjan Policy aims to cultivate a culture of inclusion



within the college. This involves creating an environment where students with disabilities feel not only accepted but celebrated for their unique contributions.

6. **Empowering Students with Disabilities:** Empowerment is a core objective of the Divyangjan Policy. By removing barriers and providing tailored support, we seek to empower students with disabilities to unleash their full potential. The policy is designed to equip these students with the tools and resources necessary to navigate their academic journey and prepare for a successful future.
7. **Alignment with Global Inclusion Initiatives:** The Divyangjan Policy aligns with broader global initiatives promoting inclusivity and diversity. By implementing this policy, we actively contribute to the achievement of sustainable development goals that prioritize leaving no one behind. This alignment reflects the college's commitment to being a socially responsible institution with a global perspective.

## **ROLE AND RESPONSIBILITIES OF THE FACULTY**

In the ever-evolving landscape of education, fostering inclusivity is not merely a choice but a collective responsibility. Hence our commitment to create an inclusive environment extends to every member of our academic community. Faculty members, as the front-line educators and mentors, play a pivotal role in ensuring that the divyangjan students receive the support and encouragement they need to thrive.

1. **Awareness and Sensitivity:** Faculty members serve as ambassadors of awareness and sensitivity. It is their responsibility to familiarize themselves with the diverse needs and challenges faced by the divyangjan students. Regular training sessions and workshops shall be organized to enhance faculty understanding of various disabilities, allowing them to approach their teaching roles with empathy and adaptability.
2. **Adapting Teaching Methods:** A crucial aspect of fostering inclusivity is the ability to adapt teaching methods to accommodate diverse learning styles. Faculty members shall be proactive in exploring alternative instructional strategies, incorporating assistive technologies, and providing additional resources as needed. By embracing flexibility in their approach, educators





can create an environment where every student, regardless of ability, can excel.

3. **Accessible Curriculum:** Faculty members shall be responsible to ensure that the curriculum is accessible to all students. This involves providing alternative formats for learning materials, making use of universally designed instructional materials, and collaborating with support services to tailor the curriculum to meet the diverse needs of the divyangjan students. Regular reviews of course content can help identify and address potential accessibility challenges.
4. **Communication and Collaboration:** Open communication and collaboration are key components of supporting the divyangjan students. Faculty members should establish clear lines of communication with students to understand their specific needs and preferences. Thud they collaborate with support services, such as disability resource centres or counsellors, to ensure a coordinated and comprehensive approach to student support.
5. **Providing Accommodations:** Faculty members are responsible for implementing reasonable accommodations as specified by the Divyangjan Policy. This may include extended exam times, accessible classroom seating, or the provision of assistive technologies. Being proactive in communicating with students and anticipating their needs contributes to a seamless and supportive learning experience.
6. **Creating an Inclusive Classroom Culture:** Faculty members play a crucial role in setting the tone for the classroom culture. By fostering an inclusive and respectful environment, educators can encourage open dialogue and mutual understanding among students. This includes addressing any instances of discrimination or bias promptly and promoting a culture where diversity is celebrated.
7. **Empowering the divyangjan Students:** Faculty members serve as mentors and guides, and their encouragement can significantly impact the confidence and self-esteem of the divyangjan students. Recognizing and acknowledging the unique strengths and talents of these students by the teachers can go a long way in empowering them to pursue their academic and personal goals with confidence.



8. **Professional Development:** Continuous professional development is essential for faculty members to stay abreast of advancements in inclusive education and disability accommodations. Hence we look forward to invest in ongoing training programs and resources to equip faculty with the knowledge and skills necessary to support the evolving needs of the divyangjan students.

## **MECHANISM PROVIDED BY THE COLLEGE TO PROMOTE INCLUSIVITY**

1. **Admissions and Outreach:** The journey begins with a commitment to accessibility right from the admission process. The college actively engages with diverse communities and provides clear information about the admissions process, including available accommodations and support. The reservations earmarked for the divyangjan students are adhered to at the time of admissions. The college office maintains records of the divyangjan students
2. **Dedicated Support Services:** The College offers personalized assistance, counselling, and resources to address their specific needs. Trained professionals guide students through the various aspects of academic life, ensuring a seamless integration into the college community. Students who are differently abled are kept informed and updated about several schemes, facilities and circulars without discrimination.
3. **Accessible Infrastructure:** We recognize the importance of a physically inclusive campus. The college has invested in infrastructural modifications, including ramps, elevators/lifts, and accessible restrooms, to create an environment where differently-abled students can navigate independently. This commitment to accessible infrastructure goes beyond compliance so as to enhance the overall experience of every student on campus. We also have a wheelchair and a walker in the college campus. A special parking area, ramps and tactile pathways are provided for those in need of the same.
4. **Tailored Academic Accommodations:** Understanding that academic success requires tailored support, the College has implemented a system of personalized academic accommodations. This involves collaborating with



faculty members to provide accommodations such as extended exam times, accessible learning materials, and assistive technologies. The chairperson of the examination Committee and the nodal officer for PWD are responsible to provide a scribe. The aim is to create an academic environment where every student can flourish according to their unique abilities as per the directives of the UGC, DHE, Goa University Statutes or any other relevant government agency.

5. **Assistive Technologies and Learning Resources:** We help integrate assistive technologies into the learning experience. The college provides access to technologies that empower differently-abled students to engage fully with their coursework. From screen readers to specialized software, these resources enhance accessibility and bridge the technological gap.
6. **Faculty Development Programs:** Recognizing the pivotal role that faculty members play in creating an inclusive learning environment, we organize faculty development programs, workshops, training sessions, and ongoing professional development opportunities to our educators. This ensures that faculty members are equipped with the knowledge and skills necessary to support the diverse learning needs of their students.
7. **Peer Support Initiatives:** The College has established peer support initiatives that facilitate mentorship between the incoming divyangjan students and their more experienced peers. This not only provides practical guidance but also fosters a sense of community and belonging.
8. **Regular Assessments and Feedback:** The College is committed to continuous improvement. The college conducts regular assessments and feedback loops, seeking input from differently-abled students, faculty, and support service providers. This iterative approach ensures that the college remains responsive to the evolving needs of its diverse student body.
9. **Regular Accessibility Audits:** Vidya Prabodhini College conducts regular accessibility audits to assess the effectiveness of the Divyangjan Mechanism. These audits involve evaluating physical infrastructure, technology, and support services to identify areas for improvement. The insights gained from these assessments inform ongoing enhancements to ensure that the mechanism remains responsive to the evolving needs of differently-abled students.



10. Cultural Sensitization Program: By addressing the multifaceted needs of the divyangjan students through accessible infrastructure, personalized support services, and a culture of inclusivity, the college stands as a beacon of progress in the realm of higher education.

*Ahosars*

**IQAC Coordinator**  
**Vidya Prabodhini College of Commerce,**  
**Education Computer & Management**  
**Vidyanagar, Parvari - Goa.**



*Dr. Bhushan V. Bhave*

**(Dr. Bhushan V. Bhave)**  
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