



DEVI SHARVANI EDUCATION SOCIETY'S

V. M. SALGAOCAR COLLEGE OF LAW

Miramar, Panjim, Goa - 403 001, India

Phone: 0091-832-2462225, Fax: 0091-832-2464211

Website: www.vmslaw.edu.in E-mail: vmscl@rediffmail.com



DISABILITY POLICY AND GUIDELINES

CENTRE FOR RIGHTS OF PERSONS WITH DISABILITY (CRPD)

15/12/2022

V. M. Salgaocar College of Law is firmly committed to ensuring equal opportunity for all students to succeed by strictly following all the rights and duties enshrined in the Rights of Persons with Disabilities Act, 2016, Goa Rights of Persons with Disabilities Rules, 2018, and following the guidelines of Ministry of Social Justice and Empowerment, Department of Empowerment of Persons with Disabilities (Divyangjan). This dedication is shown by providing extensive help to students with disabilities so that they can excel in their studies. The college aims to create a welcoming environment where everyone has the same chances, full involvement, and inclusiveness.

The college is completely equipped to welcome students with disabilities. The existence of facilities attracts the beneficiaries.

The college has zero tolerance for all forms of discrimination, including those based on disability. The institution is dedicated to offering education, skill training, and job opportunities, as well as establishing an environment that is accessible to everyone.



OBJECTIVES OF THE POLICY

- To provide accessible and inclusive education at the institution
- To establish a culture that includes everyone and is free from all kinds of discrimination and exploitation
- To formulate effective and resilient mechanisms to provide efficient services to students with disabilities by teaching and non-teaching staff
- To ensure the enforcement of all laws/Rules/Guidelines concerning persons with disabilities
- To secure the complete engagement of students with disabilities in every college activity and provide them with equitable chances for advancement.
- To organise awareness programs for teaching and non-teaching staff, addressing accessibility matters.
- Establish a 'Centre for Persons with Disabilities' to make society sensitive and responsive to the rights of persons with disabilities.

FORMS OF SUPPORT THAT THE INSTITUTION SHALL OFFER TO THE PERSONS WITH DISABILITIES

- The institution's admission policy includes a 5% reservation for persons with benchmark disabilities in all the programs. The institute will ensure the inclusion of all categories of disabilities specified in the law and as per Government guidelines
- As per the rules of Goa University, students with benchmark disabilities will be offered the option of having a scribe, along with a compensatory time of 20 minutes for every hour of the exam.
- The institution is working towards making all the physical facilities, including all classrooms, accessible to persons with disabilities.
- Conduct awareness workshops for teachers to acquaint them with effective teaching methods, evaluation techniques, and necessary adjustments for engaging with students with disabilities.

Library facilities

- The college library is accessible to persons with disabilities
- The college provides screen reader software for visually impaired students- NVDA software. Audiobooks are available for students who cannot access physical library books through Kuku FM and Storytel.
- The library provides a library assistant to persons with disabilities to make it more accessible.



- The library follows the idea of a library at the doorstep and provides remote access to all the e-resources.

Facilities for Teaching and non-teaching staff

- As per the guidelines issued by the Government of Goa, 12 Casual Leaves have been provided to staff members with disabilities.
- If staff members with disabilities would like to have additional support arranged for themselves or guest speakers/visitors to campus, they can reach out to the college's Equal Opportunity Cell for assistance.



[Handwritten signature]