

## **Divyangjan (Persons with Disabilities) Policy**

### **1. Policy Statement**

Ashoka Business School, Nashik, is committed to creating a comprehensive and inclusive environment for individuals with disabilities. In accordance with the Right of Persons with Disabilities Act, 2016, the institute prohibits any form of discrimination against individuals with physical or mental disabilities and strives to ensure their full participation in academic and administrative activities.

### **2. Objectives of the Policy**

- **Regulatory Framework:** To establish appropriate frameworks for efficiently providing services to disabled staff and students.
- **Inclusive Participation:** To ensure the complete involvement of individuals with disabilities and provide them with equal opportunities for advancement.
- **Accessible Education:** To provide accessible and inclusive education for all students.

### **3. Definition of Disability**

Disability encompasses motor and sensory limitations (e.g., mobility, vision, or hearing impairments), chronic illnesses and syndromes, invisible disabilities (e.g., psychological and emotional disorders, learning disabilities), and other conditions such as heart disease, diabetes, asthma, arthritis, epilepsy, Acquired Brain Injuries (ABI), and Acquired Immune Deficiency Syndrome (AIDS).

### **4. Qualified Person with Disability**

A "qualified individual with a disability" refers to a person who meets the academic and essential requirements for participation in any institute program or activity, including employment, training, work assignments, and promotion. Necessary accommodations and relaxations shall be provided as per government regulations.

### **5. Accessibility Policy**

The institute is dedicated to creating a disabled-friendly campus by ensuring accessibility and reasonable accommodations for each person with a disability. The following principles will be strictly observed:

- All programs and activities must be accessible.
- Provide accessible textbooks and study materials.
- Ensure representation of all types of disabilities as per the Rights of Persons with Disabilities Act, 2016, and other relevant government regulations.



**IQAC Coordinator**  
**COORDINATOR**  
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Ashoka Business School, Nashik



**Director In-Charge**  
**DIRECTOR**  
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## 6. Exam Policy

The institute will make reasonable modifications in the curriculum and assessment framework to meet the specific needs of students with disabilities. Accommodations will be made as necessary, following the guidelines issued by the examination department of the university, including the provision of scribes during exams.

## 7. Accessibility and Facilities

Facilities available for employees and students include:

- **Ramps and Toilets:** Accessible ramps and specially designed toilets.
- **Lifts:** Elevators that cater to individuals with mobility impairments.
- **Wheelchairs:** Availability of wheelchairs for those in need.
- **Government Compliance:** Facilities will be provided as per government rules and updated periodically.

The institution is committed to maintaining a disabled-friendly, barrier-free environment.

## 8. Implementation and Monitoring

The Director and the administration team will oversee the implementation and monitoring of this policy. Regular audits and feedback from the stakeholders will be conducted to ensure continuous improvement in accessibility and inclusivity.

## 9. Grievance Redressal

Any grievances related to discrimination or lack of accessibility will be addressed promptly through the institute's established grievance redressal mechanisms.



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