

PARUL UNIVERSITY

Office of the Registrar
June 22, 2024

R/Notification-PwD/05/2024-25

NOTIFICATION

Sub: Policy for Inclusion, Accessibility and Reasonable Accommodation for Persons with Disabilities (PwD)

Ref: (i) Orders of the President

1. Preamble

Parul University is committed to fostering an accessible, inclusive, respectful and supportive environment for all students and members of the University community. The University recognises the importance of ensuring that persons with disabilities are able to participate fully and equitably in academic, co-curricular, administrative and campus-life activities.

This Policy is intended to promote accessibility, dignity, inclusion and reasonable accommodation for persons with disabilities, and to support their full participation in the University's educational environment. It also reflects the University's commitment to remove barriers, encourage awareness and strengthen institutional support systems.

2. Purpose

- promote equal access to education, facilities, services and opportunities for persons with disabilities;
- provide a framework for accessibility, support services and reasonable accommodation;
- encourage barrier-free participation in academic and campus life;
- establish broad principles for support, reporting and grievance redressal; and
- guide implementation, monitoring and continuous improvement in disability inclusion practices.

3. Scope

This Policy applies, as relevant, to:

- students with disabilities;
- applicants for admission with disabilities;
- faculty, staff, employees and other members of the University community with disabilities, where applicable; and
- participants in University events, programmes and campus engagements, where relevant.

This Policy applies to academic, administrative, residential, digital, physical and support-related aspects of University life, subject to applicable law, approved University rules and operational feasibility.

4. Definitions

Persons with Disabilities (PwD) means persons with long-term physical, mental, intellectual or sensory impairments which, in interaction with various barriers, may hinder their full and effective participation in education and society on an equal basis with others.

Reasonable Accommodation means necessary and appropriate modifications, adjustments, support measures or services that enable a person with disability to participate equitably, without imposing undue or disproportionate burden or compromising essential academic or institutional requirements.

Accessibility means the design or adaptation of physical spaces, communication, information, technology, services and processes in a manner that enables persons with disabilities to access and use them as independently and effectively as possible.

5. Guiding Principles

- **Equity and Inclusion:** Persons with disabilities shall be supported in accessing education and University life on an equitable basis.
- **Dignity and Respect:** Every individual shall be treated with dignity, respect and sensitivity.
- **Non-Discrimination:** Discrimination, exclusion or unfair treatment on the basis of disability shall not be tolerated.
- **Accessibility:** The University shall endeavour to improve accessibility in infrastructure, communication, teaching-learning processes and services.
- **Reasonable Accommodation:** The University shall consider reasonable accommodation requests through appropriate processes.
- **Confidentiality:** Disability-related information shall be handled sensitively and shared only on a need-to-know basis, subject to applicable procedures.
- **Continuous Improvement:** The University shall periodically review and improve its disability support mechanisms.

6. Policy Commitments

- create and maintain an inclusive and accessible learning environment;
- reduce physical, communication, academic and procedural barriers;
- support students with disabilities through approved academic and non-academic accommodations;
- promote awareness and sensitisation among faculty, staff and students;
- encourage participation of persons with disabilities in academic, cultural, sports, placement and other University activities; and
- strengthen systems for support, reporting, grievance redressal and review.

7. Disability Support Office

Parul University shall have a designated Disability Support Office to coordinate disability support, accessibility measures and reasonable accommodation for persons with disabilities across the University.

8. Accessibility and Support Measures

The following support areas may be developed, facilitated or strengthened through approved University processes, subject to feasibility and applicable rules.

8.1 Physical Accessibility

- classrooms, laboratories, libraries and offices;
- washrooms and common areas;

- pathways, entrances and mobility access features; and
- transportation-related access within campus.

8.2 Academic Accessibility

- extended timelines, where appropriate, for examinations or assignments;
- note-taking support or access to lecture-related materials;
- alternate formats for learning materials, including accessible digital or other approved formats; and
- support in academic participation for students facing temporary or long-term barriers.

8.3 Assistive Technologies and Resources

The University may provide or facilitate access, as feasible, to assistive tools, technologies or resources that support accessibility and participation, including those that improve access to reading, writing, communication or digital content.

8.4 Counselling, Wellbeing and Support

The University may facilitate access to counselling, wellbeing and related support mechanisms for students with disabilities, where required and available.

8.5 Placement and Career Support

The University may endeavour to provide appropriate support in employability and placement-related processes for students with disabilities, in accordance with approved institutional mechanisms.

8.6 Sports and Co-curricular Participation

The University may encourage inclusive participation in sports, cultural, co-curricular and student engagement activities and, where feasible, provide relevant support measures.

9. Registration and Reasonable Accommodation Process

- voluntary disclosure or registration for the purpose of seeking support;
- submission of relevant supporting information or documents, where required;
- assessment of needs through an appropriate institutional process; and
- determination of suitable accommodation or support measures, taking into account academic integrity, feasibility, safety, available resources and applicable procedures.

Accommodation decisions shall be made reasonably, sensitively and in accordance with approved University processes.

10. Training and Sensitisation

The University shall promote awareness and sensitisation relating to disability inclusion and accessibility among faculty, staff and students. Such measures may include:

- orientation programmes;
- sensitisation workshops;
- inclusive teaching and classroom support awareness;
- communication on dignity, respect and non-discrimination; and
- guidance to relevant units on accessible practices.

11. Prohibited Conduct

- discrimination or exclusion on the basis of disability;
- denial of reasonable access or support without justifiable basis;
- harassment, bullying, humiliation or hostile treatment related to disability;
- victimisation or retaliation against a person seeking support, raising a concern or participating in a review in good faith; and
- disclosure or misuse of disability-related information contrary to approved procedures.

12. Reporting, Support and Grievance Redressal

Any person covered by this Policy who believes they have experienced, witnessed or been affected by conduct inconsistent with this Policy may raise a concern through appropriate University channels.

The University shall endeavour to:

- provide accessible routes for raising concerns;
- guide persons on available support options;
- address concerns in a fair, sensitive and timely manner;
- maintain confidentiality to the extent reasonably possible and subject to legal or procedural requirements; and
- take corrective, supportive or disciplinary action where warranted under applicable procedures.

The University may notify designated support channels, contact points or mechanisms relating to disability and accessibility support through official communication or on its website from time to time.

13. Non-Retaliation

Parul University prohibits retaliation or adverse treatment against any person who, in good faith:

- seeks accommodation or accessibility-related support;
- raises a concern or complaint under this Policy;
- participates in an inquiry, review or support process; or
- supports another person in exercising rights under this Policy.

14. Responsibilities

The following roles support the implementation and day-to-day functioning of this Policy.

14.1 University Administration

The University Administration, through the Office of the Registrar and/or such other offices, committees, cells or support mechanisms as may be notified from time to time, shall be responsible for overall oversight, coordination and institutional promotion of this Policy.

14.2 Heads of Departments / Units / Offices

- support implementation of approved accommodation and accessibility measures;
- promote an inclusive and respectful environment;
- respond appropriately to disability-related concerns brought to their notice; and
- cooperate in awareness and implementation processes.

14.3 Faculty and Staff

- treat all students and stakeholders with dignity and fairness;
- cooperate with approved support and accommodation processes;
- adopt inclusive practices, where feasible and appropriate; and
- maintain confidentiality as required.

14.4 Students

- engage respectfully with available support systems;
- provide information responsibly where accommodation is sought;
- cooperate with approved procedures in good faith; and
- contribute to an inclusive campus culture.

15. Monitoring and Review

- reviewing support mechanisms and accessibility practices;
- seeking feedback from stakeholders, where appropriate;
- examining grievance trends, awareness initiatives and support usage; and
- strengthening practices, procedures and facilities based on need, feasibility and institutional priorities.

16. Interpretation

This Policy shall be interpreted in harmony with applicable law, regulatory requirements and approved University rules, regulations and procedures. In the event of any inconsistency, the applicable law or formally approved University rule or procedure shall prevail.

This Policy provides the University's broad framework for disability inclusion, accessibility and reasonable accommodation and does not, by itself, create any entitlement beyond what is provided under applicable law or approved University rules and procedures.

17. Publication

The University may publish this Policy, and such related procedures, contact channels or guidance as it considers appropriate, on its official website or through other official means.

By Order



Registrar

To,

- 1) Dean, Doctoral Studies and Research
- 2) Deans of Faculties
- 3) Principals/Directors of Colleges/ Institutes
- 4) Director (IQAC)

- 5) Managing Director (Global), Industrial Collaborations; Academic Strategies
- 6) Academic Directors
- 7) Dean, Students' Welfare
- 8) Controller of Examinations
- 9) Chief Librarian
- 10) Director, CDC / PIERC / CIRR / OIA/ AFMC / RDC/ Marketing / CDOE/ EDP / CEC / Alumni Association / Events Cell / Centre for Human Resources Development/ Security/ Physical Education and Sports/ Internship Cell/ Staff and Students Welfare Cell/ ICT Cell/ Learning and Academic Enrichment/ Faculty Updation (CSE/IT/CA)/ CMIE/ Partnerships (Institutes of National Importance)/ SCOPE
- 11) Chief Finance and Accounts Officer
- 12) Central Administration
- 13) Accounts Section
- 14) Students' Section
- 15) Head, Central Administration / Accounts / Purchase/ Transport/ MIS / Students' Section

Submitted to,

1. The President
2. Dr.Parul Patel, Vice President (Student Affairs and General Administration) and Chairperson, Admissions Committee, Parul University
3. Dr. Geetika Madan Patel, Vice President (Quality, Research and Health Sciences), Parul University
4. Dr. Komal Patel, Vice President (Medical and Paramedical Sciences), Parul University
5. The Provost