

PWD POLICY



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NCERT

REGIONAL INSTITUTE OF EDUCATION
(NATIONAL COUNCIL OF EDUCATIONAL RESEARCH AND TRAINING)
BHUBANESWAR, ODISHA - 751022

PWD POLICY



Introduction:

The document consists of a policy statement of the institute regarding Persons with Disability (PWD) for improvement of overall infrastructure and the process of learning and teaching of the students and employees of the institute.

Regional Institute of Education (RIE), Bhubaneswar a constituent unit of NCERT, is a premier institution of quality school and teacher education committed to provide equal opportunities and equity to all irrespective of disability, gender, socio-economic and socio-cultural diversity. While doing this, the institution casts special attention to the PWD to provide and facilitate equal opportunity and equity in availing the resources of the Institute. The Institute and D M School follows the Right to Persons with Disabilities Act, 2016 (RPWD Act) adopted by the Government of India, and regulations/norms notified by UGC, NCTE and NCERT for Persons with Disabilities.

Objectives

The Institute commits itself to:

- Sensitize and create an environment that is secure, accessible and friendly for persons with Disability by encouraging different sections and departments to provide necessary infrastructure and academic support for the students and employees with disability of the institute.
- To create an inclusive culture for effective implementation of equality and equity for students and employees with disability in the institute campus.

The Regional Institute of Education Bhubaneswar is committed to full compliance with the Rights of Persons With Disabilities Act of 2016 (RPWD Act) which prohibit discrimination against qualified persons with disabilities, as well as other central and state laws pertaining to individuals with disabilities. Under the RPWD Act and its amendments, a person has a disability if he or she has a physical or mental impairment that substantially limits a major life activity. The RPWD also protects individuals who have a record of a substantially limiting impairment or who are regarded as disabled by the institution whether qualified or not. A substantial impairment is one that significantly limits or restricts a major life activity such as hearing, seeing, speaking, breathing, performing manual tasks, walking or caring for oneself.

The RPWD, Act 2016, lays stress on non-discrimination, full and effective participation and inclusion in society including educational institutions, respect for difference and acceptance of disabilities as part of human diversity and humanity, equality of opportunity, accessibility, equality between men and women, respect for the evolving capacities of children with disabilities, and respect for the right of children with disabilities to preserve their identities. The principle reflects a paradigm shift in thinking about disability from a social welfare concern to a human rights issue.

Students with Disabilities

The Regional Institute of Education is committed to providing qualified students with disabilities with reasonable accommodations and support needed to ensure equal access to the academic programs and activities of the Institute.

All accommodations are made on a case-by-case basis. A student requesting any accommodation should first contact the Head of the Institution. Head of the Institution along with the Academic Coordinator, Chairperson of the Committee of the Persons with Disability and Learning Specialist will coordinate services for students with disabilities. The Head of the Institution reviews documentation provided by the student and, in consultation with the student, determines which accommodations are appropriate to the student's particular needs and academic programs.

Employees with Disabilities

Pursuant to the RPWD Act, the Regional Institute of Education will provide reasonable accommodation(s) to all qualified employees with known disabilities, where their disability affects the performance of their essential job functions, except where doing so would be unduly disruptive or would result in undue hardship.

An employee with a disability is responsible for requesting an accommodation in writing to the Head of the Institute for providing appropriate documentation. The Head of the institute in consultation with the Chairperson of the PWD committee, Administration and Finance will work with the employee's supervisor to identify which essential functions of the position are affected by the employee's disability and what reasonable accommodations could enable the employee to perform those duties.

The major initiatives to be taken by the Institute include:

- Addressing and ensuring overall accessibility in the institution for the students and employees with disability.

- To provide guidance and counseling for the students with disabilities on the personal, vocational and academic concerns.
- To provide appropriate and relevant approaches to teaching, evaluation procedures for students with disability.
- To assess the educational needs of students with disabilities.
- To generate appropriate supportive measures for the students with disabilities for academic and other activities of the institute.
- To ensure all UG and PG programmes of the institute are accessible to students with disabilities.
- To ensure full participation of students with disabilities and to provide them equal opportunities for development.
- To provide a supportive environment for the staff and students of the institute for engaging in conducive work.

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Principal

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