

## DIVYANGJAN POLICY

### 1. INTRODUCTION

In the classical language Sanskrit, Naipunnnya means ‘expertise’ or ‘mastery’. Naipunnnya, as the name signifies, aims at professionalism, discipline and holistic development of the students. The institute is unique in its approach towards professionalism whereby all get a platform to refine and mould their talents. Expansion of knowledge is an ongoing process here. **Naipunnnya School of Management, Cherthala (NSMC)**, a project of the Archdiocese of Ernakulam-Angamaly, was established in 2003 under the visionary leadership of His Excellency Mar Thomas Chakkiath. NSMC affiliated to the University of Kerala in 2005. Within a decade of its establishment, Naipunnnya became synonymous with academic and professional excellence.

### 2. POLICY STATEMENT

Naipunnnya School of Management considers it as an honour to serve the differently abled members of the community. The institution has formulated specific policies to keep the campus disabled-friendly and every possible measure to provide a barrier free environment to the Divyangjan.

Right of Person with Disabilities Act ,2016, is the disability legislation passed by the Indian Parliament. The Act prohibits discrimination against persons with disabilities. NSMC is against all kinds of such discrimination and it intends to advance a comprehensive and inclusive teaching and learning environment.

All the authorities of the institution are striving to extend a helping hand towards the differently abled so as to make sure about the accessibility of programs, administration and activities.

- i. All the staff of the institution consider it as an opportunity to serve the differently abled students.
- ii. It is the duty of all the staff and students to offer help to differently abled students without waiting to be requested to.
- iii. No staff ever discriminates a student belonging to the Divyangjan.

## **Objectives;**

To create an inclusive culture to avoid discrimination, exploitation and exclusion of Divyangjan students.

- i. To ensure easy access of all the facilities provided to the Divyangjan students.
- ii. To create suitable regulatory mechanism for effective delivery of services to Divyangjan students.
- iii. To ensure implementation of all legislation with respect to Divyangjans.
- iv. To ensure full participation of Divyangjans and to provide them with equal opportunities for development.

### 3. POLICY SCOPE

The policy is applicable for all differently abled students and staff admitted in the institution.

### 4. DISABILITY

Disability is any condition of the body or mind that makes it more difficult for the person with the condition to do certain activities. There are many types of disabilities such as vision, movement, thinking, remembering, learning, communicating etc. Many disabilities vary in degree and type of limitation: therefore, accommodations must vary according to the need of individual.

It is a term that includes motor and sensory limitations (e.g., mobility, vision, or hearing impairments). It also includes disabilities resulting from chronic illnesses and syndrome, invisible disabilities, such as psychological and emotional disorders, learning disabilities, heart disease, diabetes, asthma, arthritis, epilepsy, Acquired Brain Injuries (ABI), and Acquired Immune Deficiency Syndrome (AIDS) are also included in the term disability. Many disabilities vary in degree and type of limitation; therefore, accommodations must also vary and should be tailored to the needs of the individual.

### 5. QUALIFIED PERSON WITH DISABILITY

The expression “qualified person with disability” implies a person with a disability who is qualified to participate in any program or activity.

They will neither be denied admission nor be subjected to any discrimination. With respect to employment, training, work assignments, and promotion, a qualified individual with disability must be able to perform the minimum essential functions of the job. However, relaxation shall be allowed as per the Government rules.

## **6. ACADEMIC ACCOMMODATIONS**

Upon acceptance to Naipunnnya School of Management, the faculty and staff will work with Divyangjan students to assist them in pursuit of their educational goals. Various academic accommodation and auxiliary aids are available for disabled students in the institution, such assistance is provided on submission of supporting documents from concerned professionals that certify the nature of a student's disability.

## **7. EXAM POLICY**

Sensible convenience will be made to meet the necessities of the considerable number of Students with disabilities. The guidelines and regulations have been issued by the examination department for the use of scribe in exams.

## **8. SPECIAL SERVICES FOR TEMPORARY DISABILITY**

Any student seeking accommodation due to a temporary disability must provide documentation verifying the nature of the condition,

the expected time duration of the condition, and their requirements along with the supporting documents. Such verification must be provided by a professional health care provider who is qualified in the diagnosis of the condition. The assessment or verification of such disability must reflect the student's current situation and shall be no older than one year. The cost of obtaining professional verification shall be borne by the student.

## 9. ASSISTANCE TO THE DISABLED STUDENTS

Disabled students are provided with supporting facilities within the campus like wheelchairs, ramps, tactile path, signage etc.

- i. Two receptions are available for enquiry and information. Students will be provided with respective guidelines and brochures regarding rules to be followed in the campus.
- ii. Special parking area is provided for the vehicles of the differently abled students.
- iii. Special toilet is provided for the differently abled students.
- iv. Students with disabilities can use library facility with special consideration in terms of accessibility to library materials, return time etc.
- v. Screen reading software and Braille software is provided in library computer for the disabled students.



- vi. Arrangements will be made to attend examination (internals, university) for eligible students on submission of request doing with supporting documents from an authorized professional, showing disability.

**Amendments/Review:** This policy shall be reviewed periodically and may be amended as and when required to retain its contemporary relevance. Any stakeholder of the institution may submit proposal for the improvement of policy to the IQAC. The proposed changes shall be reviewed by IQAC and, if found suitable, shall be forwarded to the higher authorities for consideration.

**Indicative time of Review: 20/02//2026**

**Administering Entity: Principal, Vice principal, Executive director, IQAC Coordinator**

**Approval Authority: College council**



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