



**BMU**  
BML Munjal University



# **POLICY FOR DIFFERENTLY- ABLED STUDENTS & STAFF**

**BML Munjal University, Gurugram**



BMU/RO/2024/0270(f); Dated: August 30, 2024

Version-1.1

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A Not-for-Profit Initiative of the **HERO GROUP**

## POLICY FOR DIFFERENTLY- ABLED STUDENTS & STAFF

### 1. Purpose

The purpose of this Policy is to ensure an inclusive and accessible environment for differently abled students and staff ensuring that they receive equal opportunities to succeed academically and professionally and can participate in university life. The university is committed to providing necessary support to students and staff with disabilities.

### 2. Scope

This Policy applies to all students, faculty, staff, and stakeholders within the university who are disabled or are involved in the education and well-being of differently abled students.

### 3. Objectives

- To ensure accessibility to the university's infrastructure and services.
- To provide reasonable accommodation to differently abled students and staff.
- To promote an inclusive campus culture that is sensitive to the needs of students and staff with disabilities.
- To comply with legal and regulatory requirements related to disability rights.

### 4. Definitions

- **Differently Abled:** Students with physical, mental, sensory, or cognitive impairments that require special accommodations to ensure equal access to education.
- **Reasonable Accommodation:** Adjustments made to provide differently abled students with equal access to academic and non-academic programs.

### 5. Guidelines

#### 5.1 Admissions & Enrolment of Students and Recruitment of Faculty & Staff

- The university ensures that no differently abled student is discriminated against during the admissions process and no faculty and staff are discriminated during the recruitment process.
- Additional support during entrance exams or interviews, such as extra time or assistive devices, may be provided upon request.

#### 5.2 Physical Accessibility

- All university buildings, classrooms, and facilities must be accessible to differently abled students, faculty and staff following national and international standards.
- Ramps, elevators, and accessible washrooms will be made available across the campus.
- Reserved seating in classrooms and libraries will be provided for differently abled students.

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### 5.3 Learning Accommodations

- Differently abled will be provided with academic accommodations such as:
  - Extended time for exams or assignments.
  - Alternative formats for study materials (e.g., Braille, large print, or digital formats).
  - Note-taking assistance and sign language interpretation.
- Teachers and academic staff will be trained on inclusive teaching practices and are encouraged to adopt methods that support all learning styles.

### 5.4 Assistive Technology

- The university will provide access to assistive technology such as screen readers, text magnifiers, and specialized software for students and staff with visual, auditory, or motor impairments.
- The IT department will ensure that online learning platforms and the university website are accessible to differently abled students.

### 5.5 Counselling and Support Services

- Differently abled students and staff will have access to dedicated counselling services for mental and emotional well-being.

### 5.6 Transportation

- Transportation services on campus, such as shuttle buses, will be equipped with ramps and other facilities for students and staff with physical impairments.
- Priority parking spaces will be reserved for students and staff with mobility challenges.

## 6. Grievance Redressal

- Grievances can be submitted to the University Grievance Cell by the students who feel their needs have not been adequately met or who face discrimination based on their disability, and prompt action will be taken to address the concerns raised.

## 7. Awareness and Sensitization Programs

- The university will conduct regular workshops, seminars, and training sessions for students, faculty, and staff to promote awareness and understanding of disabilities.
- Inclusion campaigns will be organized to foster a positive and supportive campus culture.

## 8. Collaboration with External Organizations

- The university will actively collaborate with NGOs, disability advocacy groups, and government bodies to enhance support systems and services for differently abled individuals.

## 9. Review and Amendments

This Policy will be reviewed by the Inclusion and Diversity Cell to ensure compliance with evolving legal frameworks and to integrate feedback from students and staff.



Registrar  
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