



GOVT. COLLEGE OF ARTS, SCIENCE & COMMERCE
KHANDOLA, MARCELA – GOA 403 107. (INDIA)
(Affiliated to Goa University) (Estd. 1989) Ph. / Fax: 0832-2287718
email:-gcasck@rediffmail.com Website: www.khandolacollege.edu.in
Accredited by NAAC with ' A ' Grade (28/03/2017 to 27/03/2022)

GCASCK/EST/Policy- PERSONS WITH DISABILITIES/2023-24/1380

Date: 28/07/2023

EQUAL OPPORTUNITY POLICY FOR PERSONS WITH DISABILITIES

Introduction:

Government College of Arts, Science and Commerce, Khandola, Marcela-Goa (GCASCK), has been taking steps from time to time to ensure that students and employees with disabilities are able to effectively discharge their duties and has been following the Government guidelines, rules and policies from time to time. GCASCK has made the Equal Opportunity Policy in conformity with the Section 21(1) of The Rights of Persons with Disabilities Act, 2016 (RPWDA) along with the Rights of Persons with Disabilities Rules, 2017 and UGC Guidelines, to the extent feasible under the present infrastructure of the Government College of Arts, Science and Commerce, Khandola, Marcela-Goa.

Purpose:

- The Equal Opportunity Policy of GCASCK has been designed to provide equal opportunities to the specially abled students and employees of the College without any discrimination, on the grounds of age, colour, marital status, physical ability, nationality, race, religion, sex, sexual orientation or any other relevant for the purpose.
- To comply with the provisions of Section 21(1) of The Rights of Persons with Disabilities Act, 2016 (RPWDA), the Rights of Persons with Disabilities Rules, 2017 and UGC Guidelines in respect of Persons with Disabilities.

Scope:

The Equal Opportunity Policy of GCASCK shall cover all persons with disabilities, who come under the administrative control of the GCASCK. This would include employees (regular, ad hoc, part time, contractual, and temporary) and students along with interns. Further, the employees and students who acquire disability during their engagement with GCASCK would also be cover by the present policy. Review of policy shall be undertaken at regular intervals.

POLICY:

Facilities and amenities:-

GCASCK shall:

- Endeavor to provide the physical infrastructure (buildings, furniture, facilities and services in the building/campus) which adheres to the accessibility standards as prescribed by the Government of India.
- Also aim to revamp its existing building to ensure compliance with the RPWDA. Any new facility that is built or renovated will be evaluated for compliance with accessibility standards at different stages of the building construction.
- Ensure that all our documents, communications and information technology systems adhere to the accessibility standards.
- Continue to provide reasonable facilities for employees with disabilities, including (but not limited to) acquiring or modifying equipment or devices, modifying assessment and training materials, modifying work schedules etc.



GOVT. COLLEGE OF ARTS, SCIENCE & COMMERCE

KHANDOLA, MARCELA – GOA 403 107. (INDIA)

(Affiliated to Goa University) (Estd. 1989) Ph. / Fax: 0832-2287718

email:-gcasck@rediffmail.com Website: www.khandolacollege.edu.in

Accredited by NAAC with 'A' Grade (28/03/2017 to 27/03/2022)

List of post identified for the persons with disabilities:

Government shall prepare a list of the identified in all groups for the persons with the disabilities.

Manner of selection of persons with disabilities for various posts, post recruitment and pre-promotions training, preference in transfer and posting, special leave, preference in allotment of residential accommodation, if any and other facilities:-

- Matters relating to selection of persons with disabilities for various posts shall be dealt by Government as per the prevailing rules /circulars /orders /guidelines in force.
- GCASCK shall make provisions for trainings, recommendation for transfer and posting, sanctioning for special leaves, preferences in recommending residential accommodation, give concession in travelling and any other facilities.

Provisions for person with disability:

GCASCK shall be:

- Providing books, other learning materials and appropriate assistive devices to students with benchmark disabilities up to the completion of the degree;
- Admitting the students without discrimination and provide education and opportunities for sports and recreation activities equally with others;
- Providing accessible washrooms for disabled students and employees and
- Making provisions for assistive devices, barrier-free accessibility, disabled-friendly software's, Wheelchairs, Disabled-friendly signposts and other provisions for persons with Disabilities.

Awareness:

- Displaying Equal opportunity policy at prominent places in the campus and on college website to create awareness among students and employees.
- Organizing programme on "Inclusiveness and Equality of Persons with Disability" for college students, teachers and other staff members.
- Organising of activities, training, short-term courses and workshops specially designed to cater to the needs of students with disabilities.

Appointment of Liaison officer:

The Director, Department of Social Inclusion and Equal Opportunities shall act as a liaison officer for this institution. The liaison officer shall be responsible for:

- i. Implementing the action plan for making the work place and IT systems accessible for the students and employee with disabilities by Liaising with the concerned officer.
- ii. Ensuring that all students and employees are aware of the Equal Opportunity Policy and know their duties and rights in relation to the Equal Opportunity Policy.
- iii. Monitoring the work environment to ensure that it is free from discrimination, harassment and encourages inclusion and respect for others.



PRINCIPAL

Govt. College of Arts, Science & Commerce
Khandola-Marcela-Goa