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College Code : 35

Diversity and Inclusion Policy for Divyangjan **(Persons with Disabilities)**

1. Introduction

Dr. Samuel George Institute of Engineering & Technology is dedicated to fostering an inclusive and supportive environment that values the diversity of all individuals, including Divyangjan (persons with disabilities). This policy document outlines our commitment to creating an accessible and empowering educational experience for Divyangjan students, faculty, staff, and visitors.

2. Vision

Our vision is to establish SGIT as a model of inclusive excellence in higher education, where Divyangjan individuals can fully participate, succeed, and contribute to the fields of engineering and technology.

3. Guiding Principles

Equal Opportunity: We are committed to providing Divyangjan individuals with equal access to education, facilities, resources, and opportunities, eliminating any barriers that may hinder their participation and progress.

Accessibility: We embrace the principles of universal design, ensuring that our campus, curriculum, and digital platforms are designed and maintained to be accessible to all, regardless of their disabilities.

Dignity and Respect: We uphold the dignity, respect, and rights of Divyangjan individuals, fostering an environment that promotes their well-being, self-esteem, and sense of belonging.

Collaboration: Collaboration among students, faculty, staff, and external stakeholders is crucial to creating an inclusive environment where Divyangjan individuals are actively involved in shaping policies and practices.

4. Accessibility Measures

Physical Infrastructure: SGIT is committed to providing barrier-free physical infrastructure, including ramps, accessible restrooms, library, e-classroom and scribes for examinations to ensure smooth mobility and comfort.

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Digital Accessibility: All digital platforms, including websites, online learning systems, and educational resources, will be designed and maintained to adhere to WCAG (Web Content Accessibility Guidelines) standards.

Assistive Technology: The college will provide access to assistive technologies, software, and devices that enhance the learning experience and enable Divyangjan individuals to participate fully.

5. Academic Support

Reasonable Accommodations: Divyangjan students will have the right to reasonable accommodations tailored to their individual needs, ensuring equal participation in lectures, labs, examinations, and extracurricular activities.

Inclusive Pedagogy: Faculty members will be encouraged to adopt inclusive teaching practices, including flexible assessment methods, captioned multimedia content, and alternative formats for course materials.

Individualized Learning Plans: Collaboratively developed individualized learning plans will address the unique needs and strengths of Divyangjan students to optimize their academic success.

6. Awareness and Sensitization

Training: Faculty, staff, and students will undergo regular sensitization and awareness training to foster understanding, empathy, and appropriate interactions with Divyangjan individuals.

Events and Workshops: SGIT will organize workshops, seminars, and events focused on disability rights, accessibility, and the celebration of diversity to promote a culture of inclusion.

7. Grievance Redressal

Accessible Reporting: A clear and accessible mechanism for Divyangjan individuals to report issues related to accessibility, discrimination, or harassment will be established, ensuring confidentiality and timely resolution.

Advocacy Support: The college will provide advocacy and support services to assist Divyangjan individuals in navigating any challenges they might encounter.

8. Continuous Improvement

Feedback Loop: Regular feedback from Divyangjan students and the wider community will be actively sought to continually enhance the college's accessibility measures, policies, and practices.

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Policy Review: This policy will be periodically reviewed and updated to align with emerging best practices and evolving needs of Divyangjan individuals in the engineering education landscape.

By adopting this Diversity and Inclusion Policy for Divyangjan, SGIT demonstrates its unwavering commitment to providing an equitable and accessible educational environment that empowers Divyangjan individuals to thrive, contribute, and excel in the field of engineering.

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