

COMPENDIUM OF INSTITUTIONAL POLICIES



Kristu Jayanti College, Autonomous
Bengaluru
2021

Compendium of Institutional Policies

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Kristu Jayanti College

AUTONOMOUS Bengaluru

Reaccredited 'A' Grade by NAAC | Affiliated to Bengaluru North University

18. Equal Opportunity Policy

18.1 Preamble

Kristu Jayanti College, Autonomous, Bengaluru is committed to provide inclusive holistic education to all aspiring youth irrespective of gender, caste, creed, religion, ethnicity, social and economic background. The right to education of youth with special needs is at the heart of the educational philosophy of the institution.

18.2 Equal Opportunity Cell

The institution shall establish an equal opportunity cell to coordinate with all the stakeholders to implement an academic process embedded with equal opportunity for all students. The composition of the Cell shall be as follows:

- i) Principal
- ii) Financial Administrator
- iii) Senior faculty coordinator with a social work background
- iv) Faculty nominees
- v) College Counsellor

18.3 Roles and Responsibilities

18.3.1 The Cell shall ensure the effective implementation and monitoring of the policy.

18.3.2 The Cell shall guarantee the right to the holistic development of all students with dignity and equality according to the core values of the institution.

18.3.3 The Cell shall guide the institution in providing the right care, protection and security for the students with disabilities and deprived backgrounds.

18.3.4 The Cell shall create an enabling environment for students to exercise their rights, enjoy equal opportunities and full participation in all academic activities.

18.3.5 The Cell shall sensitize the academic community regarding the problems associated with social exclusion as well as aspirations of the differently-abled and marginalized communities.

18.3.6 The Cell shall address the grievances of the *Divyangjan* and marginalized communities.

18.3.7 The Cell shall facilitate rehabilitation services for the well-being of students with disabilities.

18.4 Guidelines of the Policy

18.4.1 Admission: The College shall provide special provisions for the advancement of differently-abled, socially and economically challenged students according to government reservation norms applicable to the minority institution. The Cell shall ensure that all the students with physical challenges who seek admissions are admitted to the college.

18.4.2 Infrastructure and academic support for *Divyangjan* students: The institution shall construct and maintain the following infrastructural support facilities:

18.4.3 Provision of disabled-friendly library and learning resources

18.4.4 Accessible pedestrian pathways with the tactile path

18.4.5 Academic blocks with elevators, ramp facilities, spacious corridors and accessible classrooms

18.4.6 Libraries and laboratories with disabled-friendly accessibility

18.4.7 Accessible website

18.4.8 Exclusive parking, restrooms and health care facilities

18.5 Human assistance

Human assistance shall be made available for the differently-abled in the campus through trained staff.

18.6 Financial Incentives

An exclusive scholarship to benefit differently-abled students shall be instituted to provide financial assistance to them.

18.7 Examination

The CoE office shall provide scribes to visually challenged students. The examination venue shall be arranged according to the need of the differently-abled students.

18.8 Enhancement of employability

Concerted effort shall be made by all the departments in collaboration with Centre for Employability and Corporate Relations for capability enhancement and placement of differently-abled students.

18.9 Counselling and Mentoring

Faculty members and full-time counsellor shall assist the students for their emotional well-being through counselling and mentoring.

18.10 Collaborations

The institution shall establish collaboration with government/non-government agencies for the welfare and growth of *Divyangjans* and students from marginalised communities.

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Note: This policy is a part of the *Compendium of Institutional Policies* prepared by Kristu Jayanti College, Autonomous, Bengaluru and published by Excellent Publishing House, New Delhi in 2021.



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