



# POCKER SAHIB MEMORIAL ORPHANAGE COLLEGE

(AFFILIATED TO UNIVERSITY OF CALICUT; RE ACCREDITED AT 'A' GRADE BY THE NAAC)  
**SAUDABAD, TIRURANGADI, MALAPPURAM, KERALA-676 306**  
T : 0494 2460335; Email: mail@psmocollge.ac.in; Web: www.psmocollge.ac.in

Dr. K. Azeez, Principal  
M: 7510782005  
E: principal@psmocollge.ac.in

Ref.

## Policy Document

### DISABLE-FRIENDLY POLICY

Pocker Sahib Memorial Orphanage (PSMO) College is a pioneering institution of higher education in Malappuram District, Kerala. Founded in 1968, the College is run by the management of the Tirurangadi Muslim Orphanage Committee (Regd.). With its long history in the field of education, the College has successfully marked its position in bold letters in the educational map of the state. Its commitment in providing quality education to the people, especially to the underprivileged and marginalised sections of the society, is unparalleled. The College has instilled a sense of professionalism that complies with the noble values of honesty, integrity, and fairness among its various stakeholders. The College urges its staff and students to be respectful of the rights of other fellow members of the academic community, and of the neighbouring non-academic community as well. Affiliated to the University of Calicut, compliance with all the mandates and statutes of the University is demanded in fair respect. The College has constituted a policy that mandates a fair and inclusive consideration of various members from among its stakeholders who claim belongingness to various groups of the differently-abled.

#### Scope of the Policy

PSMO College ensures a healthy inclusion of various sections of the student community, especially the underprivileged and marginal sections like the differently abled and backward castes and communities. Being a minority institution, it pays special attention in the empowerment of the minority communities by providing them all the facilities for their higher education. The College reserves a special consideration for the differently abled students by encouraging them to pursue their educational dreams by making the College a Disable-friendly and Barrier Free Campus. Towards this goal, the College has constituted a Disable-friendly Policy.

The Disable-friendly Policy applies to all employees, students and management-committee members of PSMO College. The Policy is envisioned to make available an inclusive and considerate teaching-learning space for the differently abled student community of the College. It inspires the various stakeholders to proceed with different initiatives that aim at and actualise the creation of an inclusive policy among them through their various awareness programmes, campaigns, ventures, workshops and drives. The College has constituted a centre exclusively dedicated to this goal, the PSMO College Centre for Ability Enabled.

PSMO College Centre for Ability Enabled has been established to cater to the academic, vocational and reintegration requirements of differently abled students. The Centre envisages creating an independent living environment in the society for persons with disabilities. PSMO College Centre for Ability Enabled being a prime platform has a greater role to play to ensure equal participation opportunity to those who are in need of the services.

The body of the Policy may be supplemented by specific College policies that have been adopted in the past and that may be adopted in the future, though not replaced completely. However, the decisions of the College council and management committee may be the final authority on their rights to make any amendments in this Policy.

## **Purpose of the Policy**

PSMO College has always and will continue to uphold the noblest of ethics in all its affairs. Towards this end, this document of the Disable-friendly Policy declares the College's commitment to respectable engagement with every section of the society and sets forth the basic standards of what is deemed to be a social-inclusive education by the College. This document also provides the reporting modes for any instance of known or suspected violations of the mandates of the Policy and thus prevents any chances of wrongdoing. However, it may be considered that given the complexity and contingency of ethical questions that may arise in the course of carrying out the College's business, this Policy may be expected to serve only as a general guide

The Disable-friendly Policy of the College is prescribed as a set of written guidelines, which details the ethical norms of engagement between the members of the College community to which all stakeholders of the College must adhere.

PSMO College Centre for Ability Enabled (henceforth, The Centre) will be the most suitable platform for learning through a process by the usage of Multimedia, Interactive – Teleconferencing, TV/Radio Broadcast and Virtual initiatives. Differently abled students have to be oriented to be self-reliant for utilising their skills in nation building. We have initiated certain measures to streamline the activities. However, this platform will coordinate all the activities under one umbrella. The Centre shall act as the Nodal platform for differently abled students on the campus.

The Centre aims to provide academic training with the support of both physical facilities and skill enhancement. The students with disabilities shall be oriented so as to get access to national as well as international agencies/organisations/institutions and concerned departments of Central and State Governments in successful implementation of their schemes and projects. The Centre may also make use of innovative activities as may be useful for implementing the provisions of the Rights of Persons with Disabilities Act, 2016. Centre shall network the academics and professionals in a common platform for the overall development of persons with disabilities

The Centre will function along its various schemes like the Equal Opportunity Chair, Orientation and Sensitization Programmes, Assistive-Supportive Devices, and Extended Network.

### **Equal Opportunity Chair**

The Equal Opportunity Chair shall safeguard the interests of all the students without any prejudice to their caste, creed, religion, language, ethnicity, gender and disability. Equality of opportunity shall be promoted among all sections of the students without prejudice to their belonging to any social group. The Chair shall look after the effective implementation of policies and programmes for differently abled students and provide guidance and counselling with respect to academic, financial, social and other matters and enhance the diversity within the Campus.

#### **The Chair will ensure**

Equal opportunity to the community at large on the campus and bring about social inclusion.

Diversity among the students irrespective of gender, caste or religion and to eliminate the perception of discrimination

Student friendly atmosphere for academic interaction and for the growth of healthy interpersonal relationships among the students coming from various social backgrounds for social inclusion

Grievances will be addressed at proper forums and suggest amicable solutions.

Disseminating information related to schemes and programmes for the welfare of differently abled students.

Preparation of easy access for formalities, procedures for admission as well as registration of students belong to the category

Extending administrative support to Nodal officer

### **Orientation and Sensitization Programmes**

Inhouse orientation shall be arranged for students from multidisciplinary subjects. A monthly module will be scheduled for the purpose with a close mentoring system to know the feedback from the classes delivered. Special education shall be provided as and when need arises. Routine Inhouse training shall be provided with an objective to identify the differently abled skills of the centre inmates.

### **Supportive-Assistive Devices**

The Centre will ensure the differently abled students are supported and assisted with tech based devices in their academic as well as non-academic ventures. The facilities of 'Talking

Library', screen reading software, voice recorder and PDF reader shall be enhanced with easy access under The Centre. Wheel Chairs, Walking sticks, ramps and special toilets shall be facilitated for increased mobility. Medical care shall be provided for the students with the support of parents. Fitness shall be ensured through the association of Physical education department depending on the nature of disability.

#### **Extended Network**

The Centre will develop an Extended Network of academicians, industrialists and professionals in close association for the overall development of persons with disabilities. Self-reliance of the differently abled students is the ultimate objective of the cell. They shall be trained to stand on their own once they are out of the campus. They need continuous Networking for a better living. Guest speakers from industries, professionals and academicians shall have the opportunity to identify the skilled students to associate with their funded projects if any.

### **Objectives of the Disable-friendly Policy**

1. The Disable-friendly Policy is envisioned to ensure the inclusion of all sections of the student community, especially the differently abled.
2. The Policy may mandate a directive of operation to the College which thereby ensures that no differently abled student is left behind or excluded from participation in any activities of the College.
3. The Policy may put forth plans for collaborating with governmental and other institutions that support the causes of differently abled students.
4. The College may provide various facilities on the campus for the benefit and advancement of the differently abled students.
5. The Policy may take measures to constitute a committee that will work to identify and classify differently abled skilled students and develop their skills accordingly.
6. The committee will connect with concerned funding agencies for self-reliance, develop and deliver specific programmes and counselling to make-up the deficiencies.
7. The Policy may be implemented through various clubs and forums formed among the students of the College.
8. The clubs and forums may be supervised by a staff member assigned with the duty as Staff Coordinator.
9. The implementation measures of the Policy may carry out campaigns for creating a social-inclusive orientation among the various stakeholders.
10. In order to facilitate reading for visually challenged students, the College may provide a talking-library facility through which the students can access all the books and magazines in audio format.

11. The clubs and forums may undertake the introduction of facilities like 'Talking Trees' in the Herbal Garden of the College for the benefit of the visually challenged students on the campus.
12. The Policy may mandate provision of scribe facility for students who require human assistance during the course of examination and academic activities.
13. The Policy may mandate the directive for the College to equip the students with educational tools with which they can navigate through screen reading software such as NVDA and ORCA.
14. The Policy may mandate the directive for the formation forums like Helen's House on the campus which ensures special care and attention needed for the differently abled students in their academic activities.
15. The Policy may enjoin building a barrier free environment for the ease of the physically challenged students on the campus premises.
16. The Policy may enjoin the College mount ramps at various places on campus and make special-washroom facilities dedicated exclusively to the differently abled students.
17. The Policy may constitute committees for the supervision of the stakeholders' adherence to the Policy.
18. The committee may monitor the experience of the differently abled students on campus and suggest measures which might ease their difficulties if any.
19. The Policy mandates may be displayed on the College website making it available for the information of the whole College community.

## **Implementation and Assistance**

PSMO College Centre for Ability Enabled to be coordinated by a Nodal Officer. A team of members from Management, Teaching, Non-teaching and student's representatives will form the committee to monitor The Centre.

Last Updated on : 19/01/2022



The Principal

PSMO College, Tirurangadi