



हरियाणा केंद्रीय विश्वविद्यालय
(संसद के अधिनियम 25 (2009) के तहत स्थापित)
महेंद्रगढ़ (हरियाणा), भारत - 123031
नैक द्वारा 'ए' ग्रेड प्राप्त विश्वविद्यालय



Central University of Haryana
(Established vide Act No. 25 (2009) of Parliament)
Mahendergarh (Haryana), India - 123031
NAAC Accredited 'A' Grade University

प्रो. (डॉ.) सुनील कुमार, कुलसचिव

Prof. (Dr.) Sunil Kumar, Registrar


क्रमांक / No. CUH/Reg. Off./2022/1128

दिनांक / Date: 05.07.2022

अधिसूचना / NOTIFICATION

Sub: Equal Opportunity Policy for Differently Abled Person under the Rights of person with disabilities Act (RPwD) Act, 2016

The Hon'ble Vice-Chancellor is pleased to approve the Equal Opportunity Policy as drafted by the Committee constituted for the purpose. The Equal Opportunity Policy is attached to this Notification.


[Registrar] 5/6/22

Copy to:

1. Vice-Chancellor's Secretariat (for information of the Hon'ble Vice-Chancellor)
2. Prof. Sarika Sharma, Convener, Cell for PwD
3. Dr. Antresh Kumar, Coordinator, Equal Opportunity Cell
4. Academic & Council Branch (for reporting to the next meeting of the Executive Council)
5. In-Charge (Legal Cell)

Central University of Haryana, Mahendergarh

Equal Opportunity Policy for Differently-abled Person,

[under the Rights of person with disabilities Act (RPwD act) 2016]

1. Introduction

The Rights of Persons with Disabilities Act, 2016 (the “Disabilities Act, 2016”) along with the *Rights of Persons with Disabilities Rules, 2017*, together, the “Disability Law” has been enacted by the Indian Government. The new Disability Law gives effect to the principles of the *United Nations Convention on the Rights of Persons with Disabilities*. The Disability Law inter alia seeks to protect disabled persons from various forms of discrimination, increases measures for effective participation and inclusion in the society, and ensures equality of opportunity and adequate accessibility. Central University of Haryana has already implemented several parts of the requirements under the Act and plans to take care of the remaining aspects so that the requirements are fulfilled at the earliest possible time.

2. Aim

The purpose of the policy is to eradicate all forms of illegitimate discriminations with the special abled students, University staff and faculty members. Central University of Haryana is also committed to provide all necessary facilities and preserve all condition provided in “the rights of person with disabilities rule 2017” in order to create an ecosystem for providing lively experiences.

3. Scope

This policy ensures overall safety of disabilities person from their stay, accommodation, reservation in seats both in admission and recruitments (contractual/regular), fee relaxation, transport, sports, books/educational means, building accessibility facilities and for career benefits. Person who undergoes physical disabilities during job will also cover in this policy.

4. University compliance towards Differently-abled Persons

Central University of Haryana is implemented several parts of the requirements under the Act and plans to take care of the remaining aspects so that the

requirements are fulfilled at the earliest possible time. Central University of Haryana also established a cell in the academic year 2013 for differently-abled person with the aim to facilitate equal opportunities, ensure protection of their rights and create congenial environment for their full participation. The cell works to realize the constitutional dream of equal citizenship for all differently abled persons. The cell formulates and monitors special policies, guidelines, and schemes to ensure enjoyment of equal opportunities for the differently abled persons in all the walks of campus life. The cell endeavors to sensitize the university community to respect and cooperate with the differently abled persons.

The Indian legal framework and the service delivery model provide for various accommodations which are generally categorized into:

- 4.1 Facilities** (for example Universities providing ramp or a sign language interpreter)
- 4.2 Concession/ Relaxation** (for example, additional minutes for writing exam and providing scribe during examination)
- 4.3 Exemptions & Reservation** (for example certain extra seats are reserved as per the UGC Guidelines for universities)

The Equal Opportunity Policy of Central University of Haryana covers all persons with disabilities, who come under the administrative control of the Central University of Haryana. This would include employees (regular, ad hoc, part time, contractual, and temporary) and students along with interns and trainees. These are expected to be used by these individuals during curricular transactions as well as the examinations. Beyond these, there are adaptations that are needed by individuals with special needs (irrespective of they having certificate of disability or not) while availing equal opportunities in the college experiences. For example, priority seating in classroom, bold print notes and substitutions of written tasks for oral tasks and vice versa, buddy system, multimedia teaching strategies etc. It is the responsibility of the head of the institution to provide the need based and appropriate adaptations in teaching learning process and environment. The need may vary as per the type, nature and degree of the disability. However, the accommodations need to be reasonable and without compromising the spirit of learning and evaluation of ALL.

Central University of Haryana is committed to:

- Facilitate admission of differently-abled individuals in various courses as per norms.
- Provide guidance and counseling to differently-abled individuals and other general issues concerning their learning.
- Assist differently-abled individuals to gain employment awareness in the public as well as private sectors.
- Take steps to ensure safe, healthy and barrier free environment in hostels, libraries, academic buildings, administrative buildings, roads, pedestrian ways, and canteens, gardens, shopping complex and other public places and utilities.
- Disability friendly corridors, classrooms and toilets (anti-skid flooring, bigger doors, lower height switches and functionalities, space for wheel chairs etc.)
- To develop and arrange new assistive devices, teaching aids, special teaching materials or such other item as are necessary to give the differently-abled students equal opportunity for learning and growing.
- Supervise and restructuring the curriculum for the requirements and benefit of differently-abled students.
- To formulate, review and implement policies for scholarships, economic assistance for the differently abled students.
- Use technology to benefit students with special needs. Identify and deploy technology to benefit teaching-learning for students and faculty with special needs, wherever possible.
- Reservation for differently-abled person will be provided as per norms of Govt. of India.
- Central University of Haryana will provide financial support to the differently-abled students (if required).
- Double the TA is granted to specially abled employees as compared to others
- Allotment of Houses in Residential Complex to be preferably granted on Ground or First Floor on priority basis.
- These employees are granted 12 Casual leaves (CL) as compared to 8 granted to others.

- **Future Commitments and Need**

- ✚ Providing Sports Facility for differently-abled individuals at par with other students
- ✚ Providing customized library facilities to augment their learning
- ✚ Providing reserved parking in accessible location
- ✚ Provision of Disabled friendly website and e resources
- ✚ Access barriers call support System
- ✚ Frequent Training on capacity Building of PWBD

5. Formulation of Cell for Person with disabilities: The differently-abled Cell has been established in Central University of Haryana in the academic year 2013 with the aims to facilitate equal opportunities, ensure protection of their rights and create congenial environment for their full participation. The cell works to realize the constitutional dream of equal citizenship for all differently abled persons. The cell formulates and monitors special policies, guidelines, and schemes to ensure enjoyment of equal opportunities for the differently abled persons in all the walks of campus life. The cell endeavors to sensitize the university community to respect and cooperate with the differently abled persons.

- Organizing Sports related activities, Workshops/Conferences/Special Lectures upon sensitization and empowerment.
- Celebration of Disability Days in the Campus for example 3rd December: The International Day for the Differently Abled Persons.
- To implement the scheme and programme as enumerated/ provided in the RPwD act 2016 for the betterment of the differently-abled persons.

6. Digital Infrastructure

Central University of Haryana shall follow the Standards for Information and Communication Technology as given in the Rights of Persons with Disabilities Rules, 2017, such as

- a) Website Standards: Guidelines for Indian Government Websites (GIGW), as adopted by Department of Administrative Reforms and Public Grievances, Government of India.
- b) Documents Standards: Electronic Publication (ePUB) or Optical Character Reader (OCR) based pdf formats.

7. Providing Special Equipment

Differently-abled persons require special aids and appliances for their daily functioning. These aids are available through various schemes of the Ministry of Social Justice and Empowerment. In addition to the procurement of assistive devices through these schemes, the University also provides devices such as crutches, walker, caliper, wheelchair, etc. to help differently-abled students enrolled with the university.

8. Providing Financial support

University also provides financial support in terms of fee waive, free/ concessional hostel accommodation, and financial support to encourage them to participate in various academic/ research activities at the University/ National/ International level. University encourages the PwBD students by providing citations/ honorarium to the PwBD performer at the University/ National/ International level.

9. Other infrastructure development/assistive aids required

For Locomotors

- a) Ramps with railings/ lifts in all buildings up to the top floor including public utility areas.
- b) Wheelchair facilities in the campus (health center).
- c) Special furniture (based on the requirement)
- d) Reserved seat in the university buses for transportation
- e) Availability of barrier free wash/ rest rooms facilities (at least one in every buildings preferably ground floor).

For Visually Impaired (VI)

- a) Braille books and software (JAWS) and other reading assistive devices.
- b) Tactile pavers on corridors and other passages.
- c) Special ATMs for the Visually Impaired
- d) Availability of White Canes

10. Grievance Redressal

To address grievance, Central University of Haryana will appoint one Liaison Officer and one Grievance Redressal Officer in the campus.

Responsibilities of Liaison Officer will include:

1. Observe and address any discrimination incurred in the students, staffs and faculty members.
2. Supervise and ensure the implementation of Equal Opportunity Policy for person with disabilities in all departments.
3. Maintain record and report any complain addressed by the person with disabilities.

11. Responsibilities of Grievance Redressal Officer

- In coordination with Liaison Officer, person with special abled, Grievance Redressal Officer will investigate complaint /issue related to discrimination raised by the person of disabilities.
- He/ she will look into academic and administrative facilities such as admission, accommodation, transport, career advancement, recruitment, fee relaxation and implementation of Equal Opportunity Policy of differently-abled person at Central University of Haryana.

12. Review Meeting of the facilities and System:

The Central University of Haryana is committed to constantly review policy implementation through review mechanism.