

**St. Anthony's College**  
Shillong, Meghalaya, India

**Institutional Policies for People With Disabilities**

In keeping with the long-established tradition of the country with regards to people with disabilities, St. Anthony's College has assumed upon itself the responsibility to introduce, plan and execute certain policies for the welfare of students and people with disabilities who are enrolled in any of the academic programmes that the college offers currently or will offer in the future or may find employment in its offices.

These policies draw from Article 41 of the Indian Constitution and the various Acts that the country has passed over the years on disabilities such as the PERSONS WITH DISABILITIES (EQUAL OPPORTUNITIES, PROTECTION OF RIGHTS AND FULL PARTICIPATION) ACT, 1995 and THE RIGHTS OF PERSONS WITH DISABILITIES ACT, 2016 as well as the Meghalaya State Policy for the Empowerment of Persons with Disabilities (MSPEPD) amongst others.

The policies are by no means comprehensive. They are indicative of initiatives, efforts, measures, and activities that the College could adopt from time to time to ensure the welfare of people with disabilities.

The main aspects of the policies are as follows.

**“Disability”** is defined as a substantial degree of physical impairment or impairment due to the loss of sight, hearing, and speech that prevents an individual from functioning independently. Any disability being considered should have been of at least twelve months in duration or the rest of the person's life depending on whether the disability is congenital or due to accidents or the long-term effect of a severe form of illness. In this regard, the United Nations Convention on the Rights of Persons with Disabilities may be invoked as a definition that is complete and reliable as a frame of reference which defines disability as *“a long-term physical, mental, intellectual or sensory impairments which in interaction with various barriers may hinder a person's full and effective participation in society on an equal basis with others”* (UNCRPD).

Further, in keeping with the relevant laws and acts, people (including students) with disabilities claiming any form of disability should have the mandatory Disability Certificate and Unique Disability Identity Card (UDID) which are issued by the relevant competent authorities to such persons after proper investigation and tests have been done to ascertain the type and nature of disabilities that they may possess.

The College through its policies, efforts, and initiatives will strive to ensure the following aspects for the welfare of students or persons with disabilities as defined above either studying or serving at the institution.

1. **Availability** of services and facilities which, in the context of the college, can be defined as allowing students/persons with disabilities to study or to gain employment in the college.


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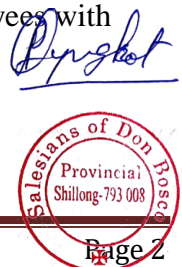
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2. **Accessibility** to services, facilities, and resources that the college makes available to its stakeholders.
3. **Affordability** of the services, facilities, and resources that the college offers to its stakeholders.
4. **Empowerment** concerning students or people with disability can be understood as the efforts and initiatives of the college as an educational institution to provide them with the necessary assistive gadgets, services, guidance, and facilities that enable them to study at the college and complete their education to the best of their abilities.
5. **Equity** is defined as the making available assistance to a person or student with disabilities that is required by him or her according to his/her disability to enable him or her to function at par with other persons or students.

To achieve the above aspects for the welfare of students and persons with disabilities, the college shall ensure that the following practices are observed wholeheartedly, in principle and the letter, throughout its various academic and administrative functions and activities.

1. Make all its academic programmes and courses available to students and persons with disabilities as long as they show heart and ability in pursuing the selected programme or course of study.
2. Allow people with disabilities to apply for any vacancies that may open up in the future in any of its academic departments or administrative offices should they have the necessary qualifications.
3. Remove barriers in environments and infrastructures of the college to enable students and people with disability to freely access the facilities and resources of the college independently or with minimal assistance from others.
4. Consider a fee structure that is encouraging and supportive of students with disabilities to provide them with access to quality education and training at the college.
5. Install and introduce relevant state-of-art assistive tools and gadgets to enable students and people with disabilities to access classroom lessons and interactions, facilities, library resources, and other resources conveniently.
6. Train and appoint faculties and staff accordingly to assist students and people with disabilities on campus.
7. Prevent and prohibit any form of discrimination against and harassment of students and employees with disabilities.
8. Work towards the healthy and positive integration of students and employees with disabilities on campus.

  
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9. In the case of students or employees who develop disabilities during their stay or service in the college, the management will work on assisting them to adapt to the changes and explore ways of empowering them appropriately.
10. Create awareness and provide opportunities for training for its faculties, staff, and students on inclusive education, barrier-free environment, healthy practices, and other relevant themes.
11. In case of students or employees failing to obtain or applying for admission or employment without the required Disability Certificate and UDID, specially appointed counsellors, staffs or faculties are to be tasked with assisting them to obtain the documents once their admission or employment is confirmed in the college.
12. Create a convenient mechanism for reporting of grievances and for the redressals of grievances brought forward by students and employees with disabilities.

All Members of the College are expected to be aware of these policies and to treat those with disabilities in accordance with their provisions. The appropriate authority has special responsibility for advising all its stakeholders in matters affecting the enrolment, employment of those with disabilities, and for promoting a positive approach to the education and employment of people with disabilities throughout the College.



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