



## **Policy for the Differently Abled**

### **1. Background and Purpose**

The vision statement of Stella Maris College is a declaration of its commitment to inclusive education that promotes responsible citizenship as a key indicator of pursuing the goal of nation building. The institution recognises the talents, abilities, potential, and rights of differently abled persons and ensures an inclusive, vibrant and equitable learning experience and employment opportunities for them on campus. It acknowledges that students with disabilities/differently-abled students may experience educational processes in ways different from their abled peers, and need the required support and facilities that will enable them to be included in the mainstream of life on campus. It endeavours to continually improve all levels of accessibility to facilities for their advancement.

### **2. Policy Statements**

- Stella Maris College observes the Persons with Disabilities Act 1995 which states that disabled persons should have access to education and employment at all levels.
- It recognises that all people with disabilities/differently abled people have the right to quality education and fundamental freedoms and shall therefore be included in educational processes and be granted physical infrastructure and facilities to enable them to move freely and succeed in their aspirations.
- The institution fully observes and follows all governmental directives on admission and education and employment of people with disabilities.
- The institution ensures equal opportunities for educational and placement for students who have different abilities.
- The institution will keep a proper record of all students, faculty and staff with disabilities.
- All applicable institutional policies apply to persons, especially students with different abilities, but with proper regard and consideration for their circumstances and kind/level of disabilities.





### **3. Scope**

The directives and regulatory provisions of this policy apply to every member of the Stella Maris community.

### **4. Principles**

- The institution does all things that may be deemed conducive for the welfare and well-being of differently-abled students and employees.
- The institution will not unfairly discriminate against people with disabilities in any sphere of its functioning, including promotion, selection, appointments, salary, and other benefits.
- The institution takes care to redress grievances of differently-abled persons—both students and employees.
- The special needs of students with different abilities are duly considered on recommendation by departments, the students themselves with certified documents, or doctors. Measures will be put in place to cater to individualised needs as far as is reasonably possible.
- Wheelchairs, lifts, ramps, specialised restrooms are made available for such students, faculty and staff.
- The institution may request information/treating doctor's certificate explaining the condition of disability of student or faculty or employee if needed, to assess their ability to perform or adjust to the environment in order to ensure efficient functioning of the institution.
- The Heads of Departments of such students, in consultation with the Office of the Deans of Student Affairs, shall notify the Head of the institution in case of any concern, issue or event relating to the rights of students with disabilities.
- The faculty mentors shall carefully follow the progress of such students, and help them familiarise themselves with the campus.
- The Students' Union shall take special efforts to help such students to integrate into campus activities and events.
- The College shall ensure that all governmental directives (state and national) shall be justly and fairly applied in the interests of students/persons with different abilities.







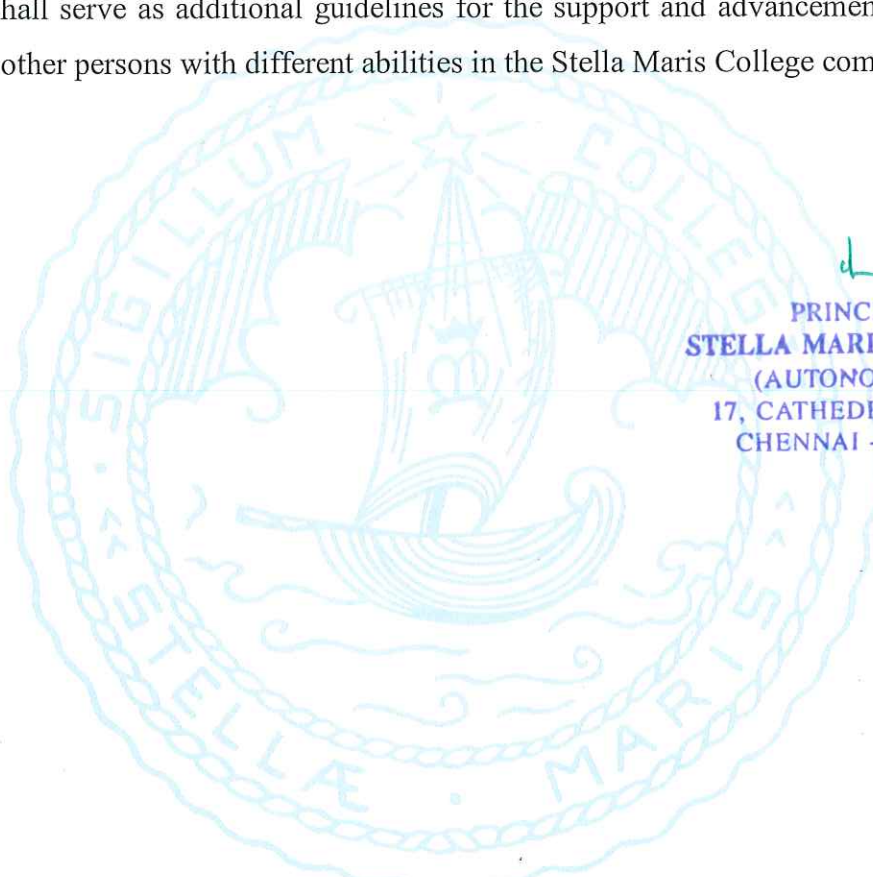
**STELLA MARIS COLLEGE**

(AUTONOMOUS)

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- Any transgressions in these provisions may be brought to the notice of the Principal either directly or through faculty mentors through the Head of Department. The issue shall be directed to the Committee for Grievance Redress of which the Principal is the Chairperson. The decision of the Principal shall be final in all such matters.

THE PERSONS WITH DISABILITIES (EQUAL OPPORTUNITIES, PROTECTION OF RIGHTS AND FULL PARTICIPTION) ACT, 1995 is appended to this institutional policy document. It shall serve as additional guidelines for the support and advancement of students, employees and other persons with different abilities in the Stella Maris College community.



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