

## Policy on Inclusion of Differently Abled

### 1.0 Objectives

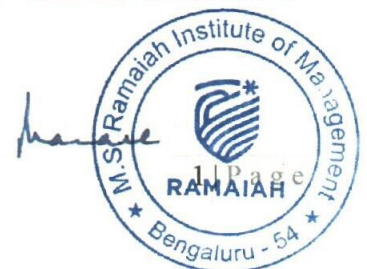
- To ensure the equal opportunities for development are provided to Differently Abled thus enabling their complete participation across all Institutional activities.
- To build and sustain a culture of inclusiveness, which resolves and maintains an environment free of discrimination, exploitation and exclusion, thus accessibility and inclusiveness are brought in all spheres of the Institution.
- To create suitable mechanisms of regulation to ensure the efficient delivery of services to Differently Abled.

### 2.0 Institutional initiatives

- To ensure overall Institutional accessibility for the Differently Abled.
- To provide the resources, infrastructure facilities, counseling, guidance, placement and suggestions to the Differently Abled, and thus the Institute is an accessible and barrier free environment to all.
- To determine and resolve Institution based grievances of Differently Abled.
- To adhere to the Government Orders (GOs) which deal with the PoD/C's fee concessions, examination procedures, and other related etc.
- To create the necessary awareness among the Institutional staff (Faculty and Non-Teaching staff) about the suitable methods and pedagogies to teaching learning process, evaluation systems and other related procedures.

### 3.0 Concession for Differently Abled

- M. S. Ramaiah Institute of Management has provisions to provide some exemption in the tuition fee for the Differently Abled.
- In order to encourage and motivate Differently Abled students, who hail from socially disadvantaged and rural background, concessions in the form of reduction of hostel fee and such are provided, to pursue courses in Higher Education.



#### 4.0 Services for the Differently Abled are

The students are provided the concessions and are case specific; and these are given below.

- Pairing students with more able students in the class
- Provision of extra time for completing assignments and projects.
- Provision of individual counseling to Differently Abled students, addressing their needs.
- Some minor modifications in the content of assignments
- Provision of audio recording the lectures of the teacher with due permission from the concerned subject teacher.
- Extra time is provided (as the case may be) during internal assessment and exams.
- Provision of writers are also provided (as the case may be).
- To share and create awareness regarding the various schemes, the fee concessions, facilities during examination and its procedures, reservation and related policies, which pertain to differently abled person.

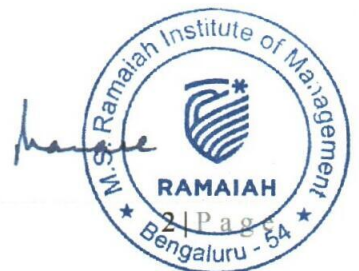
#### 5.0 Institutional activities to enable and ensure the reach of the Services

- Conducting awareness and sensitization activities for faculty and technical staff on various pedagogies concerning teaching learning process, evaluation systems and procedures, and such, which are helpful to facilitate differently abled students.
- Celebrate important days pertaining to disability such as the World Disabled Day, White Cane Day, etc., in order to create awareness about differently abled persons.

#### 6.0 Infrastructure support


MSRIM strives to update its Institutional infrastructure to make it more accessible for Differently Abled, with provisions such as

- Ramps
- Railings
- Elevators
- Accessible washrooms for disabled students and staff
- Wheelchairs
- Disabled-friendly sign posts



- Provision of sports and wellness facilities suited to the needs of students with disabilities.
- Provision of counselling facilities for mental health needs of Differently Abled.

MSRIM remains committed to nurturing an inclusive, accessible, and supportive environment for all learners, especially the Differently Abled. Through continuous improvements in policy, practice, and infrastructure, the Institute aims to remove barriers and empower every student to achieve their fullest potential.

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