Policy on Access Schemes for Persons with Disabilities

Preamble

Kristu Jayanti (Deemed to be University) provides access schemes that remove barriers to entry and participation for persons with disabilities, including liberal admission criteria, financial support and suitably adjusted processes, in line with the Rights of Persons with Disabilities Act, 2016 and Sustainable Development Goal 10 (Reduced Inequalities).

Objectives

- ➢ To enable applicants with disabilities to apply, be admitted and be recruited on a fair and equal basis.
- ➢ To reduce financial barriers to study and employment for persons with disabilities.
- ➢ To publicise the schemes widely so that eligible persons are aware of them.

Access Schemes for Students

- ➢ Liberal admission criteria and relaxations for applicants with disabilities, as per University Regulations and applicable statutory provisions.
- ➢ Accessible application, entrance test and interview processes, with a scribe, extra time or alternative formats on request.
- ➢ Scholarships, fee concessions and assistance in applying for Government and other scholarships for persons with disabilities.
- ➢ Pre-admission guidance, campus visits and orientation for applicants with disabilities and their families.
- ➢ Suitably adjusted curriculum and examination system.

Access Schemes for Staff

- ➢ An invitation to apply from persons with disabilities in every job advertisement.
- ➢ Reasonable accommodation in recruitment, such as accessible venues, a scribe or an interpreter.
- ➢ Selection on the essential requirements of the post, and equal access to training and promotion.

Information and Review

- ➢ Details of the schemes shall be published on the University website, admission brochures and notice boards, in accessible formats.
- ➢ The number of persons benefitting from the schemes shall be recorded each year and reviewed.

Procedures and prerequisites in this regard will be as per the University Regulation.

Details of the Committee: -

1. Chairperson - Student Welfare Officer
2. Member – Senior Dean
3. Member – Head, Admissions
4. Member – Head, Human Resources
5. Member – Senior Faculty Member
6. Member – Junior Faculty Member
7. Member – Representative from Administrative Staff
8. Parents Representative – (name)
9. Students Representative – Student Council Member (Male)
10. Students Representative - Student Council Member (Female)

All the members of the Committee shall be nominated by the Vice Chancellor.

Functions of the Committee

1. Administering the access schemes and ensuring that eligible applicants receive them.
2. Recommending scholarships and concessions for students and staff with disabilities.
3. Publicising the schemes and orienting applicants on the assistance available.
4. Recording the beneficiaries of the schemes, and reviewing the results every year.
5. Consulting and seeking guidance from the Equal Opportunity Cell, and submitting quarterly reports of grievances to the Advisory Committee for suitable action.
6. Addressing the difficulties/grievances of persons who approach the Committee and recommending unresolved issues to the Anti-Discrimination Officer.

Review of the Policy

This policy shall be reviewed at least once every three years, or earlier if required by changes in law or University Regulations.

(Version *1.0 2026*)