

Government College for Men (A), Kadapa

(Affiliated to Yogi Vemana University, Kadapa)

Institutional Accessibility Guidelines and Standards

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1.0 Preamble

Government College for Men (Autonomous), Kadapa, is committed to ensuring barrier-free, inclusive, and accessible education for all, especially persons with disabilities (PwDs). In alignment with the Rights of Persons with Disabilities Act, 2016, the National Education Policy (NEP) 2020, and UGC guidelines, the college strives to remove physical, technological, social, and attitudinal barriers and provide an equitable learning environment.

2.0 Institutional Governance and Monitoring

2.1 Equal Opportunity Cell (EOC)

Establishes a dedicated cell to implement accessibility initiatives, support services, buddy systems, and promote inclusive participation of students with disabilities.

- Establish or strengthen the EOC coordinated by a person with disability (where possible).
- Responsibilities:
 - Develop a 5-year accessibility action plan with annual milestones.
 - Facilitate assistive services (technology, interpreters, mobility aids).
 - Coordinate student buddy programs.
 - Promote inclusive participation in academics and co-curriculars.

2.2 Advisory Committee on Accessibility

A diverse committee that guides and reviews inclusive practices, ensuring regular feedback from stakeholders and alignment with accessibility objectives.

- Chaired by the Principal and includes:
 - PwD students and staff
 - Parents/caregivers
 - NGOs or OPDs
 - Accessibility experts
- Meets quarterly to review and revise policies.

2.3 Monitoring and Evaluation

Ensures regular audits, self-assessments, and progress reports to track improvements in accessibility and transparency through UGC reporting and website updates.

- Conduct annual self-assessment and third-party accessibility audit.
- Upload findings and certificates on college website.
- Submit biannual progress to UGC.

3.0 Accessible Infrastructure

3.1 Physical Environment

Provides accessible infrastructure such as ramps to ensure mobility and safety across the campus.

- Ramps (slope 1:12), dual handrails, across campus.
- Divyangjan-friendly toilets with grab bars and signage.

3.2 Mobility Services

Offers accessible transportation, reserved parking, and assistive devices to support independent movement of students with physical impairments.

- Battery-powered accessible transport.
- Reserved accessible parking (min. 2% of total).
- Wheelchair and crutches available at key buildings.

3.3 Safety and Navigation

Implements inclusive emergency plans, tactile maps, and signage to support navigation and safety for persons with disabilities.

- Emergency evacuation protocols inclusive of PwD.
- Digital and tactile campus maps.

4.0 Accessible Teaching and Curriculum

4.1 Inclusive Curriculum Design

Adopts flexible, multi-sensory teaching strategies and Universal Design for Learning to support diverse learning needs and equitable academic engagement.

- Adapt curriculum with UDL principles.
- Multiple learning modes: auditory, tactile, visual.
- Flexibility in assessments and attendance.

4.2 Accessible Resources

Ensures availability of learning materials in accessible formats and equips faculty with tools and training for inclusive education delivery.

- Provide materials in Braille, audio, EPUB, large print.
- Maintain screen reading software (JAWS/NVDA) in labs.

5.0 Accessible Assessment and Examination

Provides accessible examination processes through scribes, extra time, adaptive formats, and barrier-free exam centers for equitable evaluation.

- Provide scribes, readers, or assistive devices.
- Compensatory time (min. 20 mins/hour).

- Offer alternative formats (oral, ISL, typed).
- Accessible exam venues with preferential seating.

6.0 ICT and Digital Accessibility

Ensures that digital platforms, e-resources, and websites are accessible to all, with compliance to national standards and assistive technology integration.

- Website meets WCAG 2.1 AA compliance.
- Video content captioned and transcripts available.
- Membership in Sugamya Pustakalaya.
- Documents in editable and accessible formats.

7.0 Student Services and Inclusive Campus Life

7.1 Health and Counselling

Provides inclusive health and mental wellness services with attention to disaster readiness and emergency support for students with disabilities.

- Accessible medical and mental health services.
- Disaster/pandemic support for PwD.

7.2 Residential Facilities

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7.3 Cultural, Sports, and Co-curricular Activities

Encourages participation in campus activities through adaptive programs and regular awareness initiatives promoting inclusion.

- Adaptive sports and inclusive participation frameworks.
- Campus sensitization drives.

8.0 Redressal and Grievance Mechanisms

Ensures fast, accessible, and responsive grievance redressal processes for students with disabilities, with regular tracking and reporting

- Grievance portal accessible online and offline.
- Resolve PwD-related complaints within 15 working days.
- Maintain log of all issues and resolutions.

9.0 Implementation Plan

Outlines a phased, three-year strategy to progressively implement infrastructure, training, and service upgrades for full accessibility.

Activity	Year 1	Year 2	Year 3
Infrastructure Upgrades	40%	80%	100%

Faculty Training	50%	100%	—
ICT Accessibility	60%	100%	—
Full Support Services	70%	100%	—

10.0 Budgetary Provisions

Allocates a minimum 5% budget for accessibility and inclusion, supplemented by UGC, government schemes, and CSR partnerships.

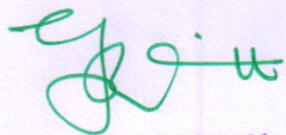
- Allocate at least 5% of institutional budget for accessibility.
- Utilize UGC-HEPSN, state schemes, CSR, and donor support.

11.0 Compliance and Continuous Improvement

Commits to legal and policy compliance with periodic policy reviews and updates to meet evolving accessibility standards.

- Conform to RPWD Act 2016, NEP 2020, and UGC Guidelines.
- Periodic updates to policy based on emerging needs and audits.




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