



स्वामी राम हिमालयन विश्वविद्यालय Swami Rama Himalayan University

Policy for Disability Accommodation

Approved	Board of Management on 12 th January 2019
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Next Review	2025-26

Swami Rama Himalayan University

Swami Ram Nagar, Jolly Grant- 248 016, Dehradun, Uttarakhand

Swami Rama Himalayan University

Policy for Disability Accommodation

1. Short Title & Commencement

- 1.1 This Policy shall be called the “**Policy for Disability Accommodation**” of Swami Rama Himalayan University.
- 1.2 This Policy shall be deemed to have come into force from the date of approval of the Board of Management of the University.

2. Purpose

The purpose of this policy is to ensure that University provides equal access, opportunities, and support for faculty and students with disabilities.

SRHU is committed to fostering an inclusive environment where physical, academic, and professional barriers are minimized, enabling full participation in teaching, learning, research, and campus life.

3. Scope

This policy applies to:

- 3.1 All students, faculty, staff, and visiting scholars with documented disabilities;
- 3.2 Academic programs, campus facilities, administrative processes, and extracurricular activities;
- 3.3 All forms of reasonable accommodations, support services, and accessibility measures.

4. Goals

The policy goals are to:

- 4.1 Promote an inclusive and supportive campus culture.
- 4.2 Ensure equitable participation in teaching, learning, research, and employment.
- 4.3 Comply with national and international laws regarding disability rights.
- 4.4 Provide clear procedures for requesting, implementing, and reviewing accommodations.

5. Guidelines

SRHU is committed to:

- 5.1 Non-discrimination: No person shall be excluded, disadvantaged, or treated unfairly due to disability.



- 5.2 Reasonable accommodation: Providing appropriate adjustments to remove barriers while maintaining academic and professional standards.
- 5.3 Accessibility: Ensuring facilities, curricula, technologies, and resources are accessible.
- 5.4 Confidentiality: Protecting personal information related to disability in compliance with legal requirements.

6. Implementation Measures

6.1 Reasonable Accommodations for Students

- 6.1.1 Academic accommodations may include:
 - Extended time for exams and assignments
 - Alternative formats of learning materials (e.g., braille, large print, digital text)
 - Assistive technologies (e.g., screen readers, voice recognition software)
 - Accessible classrooms, labs, and field sites
- 6.1.2 Modifications to course delivery, assessment methods, or participation requirements may be provided based on documented need.

6.2 Reasonable Accommodations for Faculty

- 6.2.1 Workplace accommodations may include:
 - Accessible offices and classrooms
 - Assistive technologies or ergonomic adjustments
 - Flexible scheduling, remote teaching options, or workload adjustments
- 6.2.2 Faculty requesting accommodations will collaborate with supervisors and human resources to implement practical solutions without compromising teaching and research standards.

6.3 Request and Documentation Process

- 6.3.1 Individuals requesting accommodations must submit a formal request with relevant documentation of the disability.
- 6.3.2 The Disability Services Office (or designated body) will review requests and determine appropriate accommodations in consultation with the individual and relevant departments.
- 6.3.3 Accommodation plans are documented, communicated to necessary staff, and reviewed periodically for effectiveness.

6.4 Accessibility and Campus Facilities

- 6.4.1 All campus buildings, classrooms, laboratories, libraries, and public spaces shall comply with accessibility standards.
- 6.4.2 Digital content, learning management systems, and communication platforms must be accessible to all users.
- 6.4.3 Emergency procedures and safety protocols shall accommodate individuals with disabilities.



6.5 Training and Awareness

6.5.1 Faculty, staff, and administrators shall receive training on:

- Disability awareness and inclusion
- Legal obligations regarding accommodations
- Best practices for accessible teaching and workplace support

7. Monitoring and Compliance

7.1 The Hostel Warden will monitor the implementation of accommodations, accessibility measures, and related policies.

7.2 Feedback from students and faculty will be used to improve services and address challenges.

The University will comply with all relevant disability laws and regulations. Any discrimination, failure to provide reasonable accommodation, or harassment will be addressed promptly through established grievance mechanisms.

8. This policy shall be reviewed every **three years** or earlier if required to accommodate new educational practices, regulatory requirements, or emerging student needs.
9. The University reserves the right to interpret, alter, amend, modify, cancel or withdraw any or all provision mentioned herein above in this policy without any notice.
10. In case of any dispute, the decision of the Vice Chancellor of the University shall be final and binding.

