



## 7.1.7 The Institution has disabled-friendly and barrier free environment

Aditya College of Engineering ensures that the persons with disability enjoy the right to equality, life with dignity and respect for his or her integrity with others. The institute takes steps to utilize the capacity of persons with disability by providing appropriate environment.

The institute shall take necessary steps to ensure reasonable accommodation for persons with disability. Aditya College of Engineering takes all measures to protect persons with disabilities against abuse, violence, and exploitation. The following facilities are provided for the disabled persons:

- Ramps with railings at the entrance of each building
- Lifts are provided in two buildings of the campus and provided provision in remaining buildings.
- Provided wheelchair facilities in all the buildings.
- Human assistance is provided and the sign boards are displayed with phone numbers for contacting the authority concerned at the main gate.
- The institute makes provisions of scribes for the needy to provide appropriate support to any person with benchmark disability. Such candidates may apply to the authority as per the norms of the affiliating University, with a request for providing high support.
- Use of battery operated vehicles for transportation.
- The institute maintains tactile paths and display boards.
- Designated parking places are also specified for disabled people.
- Availability of barrier free wash/ rest rooms facilities (Every building at ground floor).
- The institute follows the Standards for Information and Communication Technology as given in the Rights of Persons with Disabilities Rules, 2017, such as-
  - All contents available in audio, print and electronic media are in accessible format.
  - Braille software installed in 30 computers in Lab (Freeware downloaded from <https://sourceforge.net/projects/brailles/>)
  - Some other screening software also maintained in the labs which is freeware. (downloaded from <https://www.nvaccess.org/>, <https://www.satogo.com/en/>)

<b>Built environment with ramps/lifts with easy access to classrooms</b>	<b>Disabled -friendly wash rooms</b>	<b>Signage including tactile paths, lights, display boards and signposts</b>	<b>Assistive technology and facilities for persons with disabilities (<i>Divyangjan</i>), accessible website, screen-reading software, mechanized equipment</b>	<b>Provision for enquiry and information: Human assistance, reader, scribe, soft copies of reading material, screen reading</b>
<b>Yes</b>	<b>Yes</b>	<b>Yes</b>	<b>Yes</b>	<b>Yes</b>

<b>S.No</b>	<b>Proof of Documents</b>
1	<b>Equal opportunity policy for persons with disabilities</b>
2	<b>Built environment with ramps/lifts with easy access to classrooms</b>
3	<b>Disabled-friendly washrooms</b>
4	<b>Signage including tactile paths, lights, display boards and signposts</b>
5	<b>Assistive technology and facilities for persons with disabilities (<i>Divyangjan</i>), accessible website, screen-reading software, mechanized equipment</b>
6	<b>Provision for enquiry and information: Human assistance, reader, scribe, soft copies of reading material, screen reading</b>



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Aditya College of Engineering  
SURAMPALEM-533 437



# ADITYA COLLEGE OF ENGINEERING

Approved by AICTE, Permanently Affiliated to JNTUK & Accredited by NAAC  
Recognized by UGC under Sections 2(f) and 12(B) of UGC Act, 1956

Aditya Nagar, ADB Road, Surampalem - 533 437, E.G.Dist., Ph: 99631 76662.

## EQUAL OPPORTUNITY POLICY FOR PERSONS WITH DISABILITIES 2020



As required under Section 21(1) of the Rights of Persons with Disabilities  
(RPwD) Act, 2016, of the Government of India

## 1. INTRODUCTION

Aditya College of Engineering as an institution of higher learning is committed to provide equal opportunities to all sections of the community. While doing this, the Aditya casts special attention to the specially-abled persons to provide equal opportunity in availing themselves of the resources of the institute. In order to enable this, the college has formulated an Equal Opportunity Policy in the light of “*The Rights of Persons with Disabilities Act, 2016 (RPwD Act)*” adopted by the Government of India.

The Rights of Persons with Disabilities Act, 2016 (the “Disabilities Act, 2016”) along with the Rights of Persons with Disabilities Rules, 2017, together, the “Disability Law” has been enacted by the Indian Government. The Disability Law *inter alia* seeks to protect disabled persons from various forms of discrimination, increases measures for effective participation and inclusion in the society, and ensures equality of opportunity and adequate accessibility.

The institute has already implemented a good part of the requirements under the Act and plans to take care of the remaining aspects in a prioritized manner so that the requirements are fulfilled at the earliest possible time.

The Equal Opportunity (EO) Policy has been made in conformity with The Rights of Persons with Disabilities Act, 2016, to the extent feasible under the present infrastructure of Aditya College of Engineering.

## 2. PURPOSE

The EO Policy of College is to provide equal opportunities to the specially abled students and employees of the college without any discrimination, on the grounds of age, colour, marital status, physical ability, nationality, race, religion, sex, sexual orientation or any other relevant for the purpose.

Based on the above considerations, the college shall strive to maintain a working environment that is free from any harassment. This EO Policy is subject to applicable regulations, qualifications, and merit of the individuals concerned. This Policy shall be consistently applied throughout the period of studentship (for students) and employment of the individual from the recruitment process until superannuation (for employees).

## 3. DEFINITION

The definitions of different terms used in this Policy will be as per the Rights of Persons with Disabilities Act, 2016.

## 4. SCOPE

The EO Policy of Aditya College of Engineering shall cover all persons with disabilities, who come under the administrative control of the college. This would include employees and students along with interns and trainees. Further, the employees and students who acquire disability during their engagement with the college would also be cover by the present policy.



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## **5. COMMITMENT**

As specified in the Rights of Persons with Disabilities Act, 2016, the College is duty bound to the following:

### **a) Equality & Non-discrimination**

- Aditya College of Engineering shall ensure that the persons with disability enjoy the right to equality, life with dignity and respect for his or her integrity with others.
- The institute shall take steps to utilize the capacity of persons with disability by providing appropriate environment.
- It will make sure that no persons with any kind of disabilities shall be discriminated on the ground of disability, unless it is shown that the impugned act or omission is a proportionate means of achieving a legitimate aim.
- No person shall be deprived of his or her personal liberty on the ground of disability.
- The institute shall take necessary steps to ensure reasonable accommodation for persons with disability.
- It shall take measures to protect persons with disability from being subjected to torture, cruel, inhuman or degrading treatment.

### **b) Protection from Abuse, Violence, and Exploitation**

Aditya College of Engineering shall take following measures to protect persons with disabilities against abuse, violence, and exploitation:

- (i) Create awareness and make available information among the public.
- (ii) Take cognizance and provide available legal protection to the persons with disabilities in matters relating to abuse, violence and exploitation.

### **c) Admission Policy**

- The institute provides education without discrimination and opportunities for sports and recreation activities equally with others.
- The institute adheres to follow the instruction/norms set by the affiliating University and Government of Andhra Pradesh in admission procedures.
- Detect specific learning disabilities in students (in terms of course curriculum) at the earliest and take suitable pedagogical and other measures to overcome them;
- Make the entire campus barrier free so that services become accessible to the Persons with Disabilities ;
- Provide necessary support, individual or otherwise, in creating an environments that would nurture academic and professional potentialities at par;
- Ensure that the education to persons who are blind or deaf or both is imparted in the most appropriate languages and modes and means of communication;
- Monitor participation, progress in terms of attainment levels and completion of education in respect of every student with disability;
- Provide transportation facilities to the students with disabilities and their attendants.

#### **d) Physical Facilities**

- Ramps with railings/ lifts in all buildings up to the top floor including public utility areas.
- Wheelchair facilities in all buildings.
- Use of battery operated vehicles for transportation.
- Availability of barrier free wash/ rest rooms facilities (at least one in every buildings preferably ground floor).
- The institute shall follow the Standards for Information and Communication Technology as given in the Rights of Persons with Disabilities Rules, 2017, such as-
  - All contents available in audio, print and electronic media are in accessible format.
  - Website Standards: Guidelines for Indian Government Websites (GIGW), as adopted by Department of Administrative Reforms and Public Grievances, Government of India.
  - Documents Standards: Electronic Publication (ePUB) or Optical Character Reader (OCR) based pdf formats.

#### **e) Guidelines for conducting written Examination for persons with disabilities**

The institute shall follow the guidelines applicable to all PwD Candidates as issued by Department of Persons with Disabilities (Divyangjan), Ministry of Social Justice and Empowerment, GOI, OM, dated 29<sup>th</sup> Aug, 2018.

- The institute shall make provisions for providing appropriate support to any person with benchmark disability who considers himself/herself to be in need of high support; or any person or organisation on his or her behalf, may apply to the authority to be notified by the affiliating University, requesting to provide high support.

#### **f) Awareness Campaign**

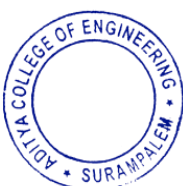
The Institute shall conduct, encourage, support, or promote awareness campaigns and sensitization programmes to ensure that the rights of the persons with disabilities provided under this Act are protected.

The programmes and campaigns specified shall also:

- Promote values of inclusion, tolerance, empathy and respect for diversity;
- Advance recognition of the skills, merits and abilities of persons with disabilities and of their contributions to the workforce and professional front;
- Provide orientation and sensitisation at the College and professional training level on the human condition of disability and the rights of persons with disabilities;
- Provide orientation and sensitisation on disabling conditions and rights of persons with disabilities to employers, administrators, co-workers and among the students;
- Make efforts so that the rights of persons with disabilities are included in the curriculum.

#### **Conclusions**

The Institute shall ensure that all physical infrastructures including buildings, furniture, facilities and services in the building/campus are as per the accessibility Standards given in the Harmonised Guidelines and Space Standards for Barrier Free Environment for Persons with Disabilities and Elderly Persons, 2016.



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# ADITYA COLLEGE OF ENGINEERING

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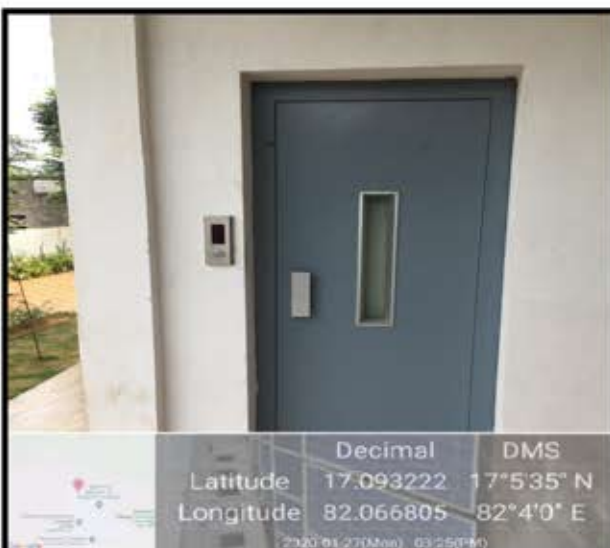
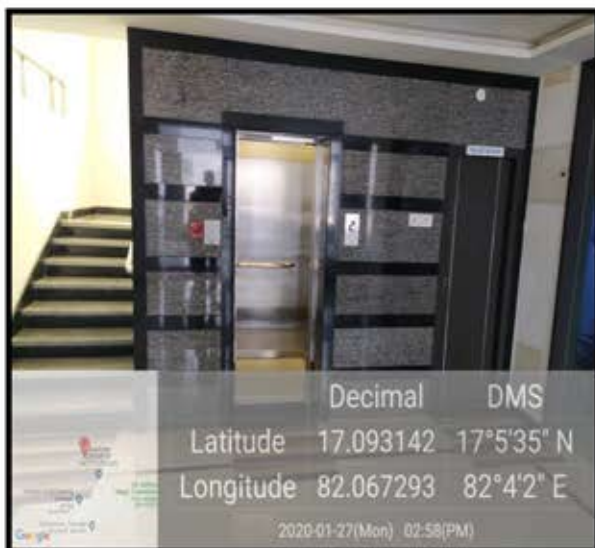
Aditya Nagar, ADB Road, Surampalem - 533 437, E.G.Dist., Ph: 99631 76662.

## The Institution has disabled-friendly, barrier free environment

### 1. Built environment with ramps/lifts for easy access to classrooms:



### Ramps



### Lifts



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SURAMPALAM-533 437

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Dtd 15.10.19

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SURAMPALEM, E.G. Dist. A.P.

Sub:- Quotation for lift repair works (Maintenance Service : **03 Years**)

## **Material**

- |   |                |
|---|----------------|
| 1. Wiring Material Flat Cable 90 Mts.     | Rs. 9000/-     |
| 2. Inside & Outside Buttons               | Rs. 13000/-    |
| 3. Wire Coils No.8                        | Rs. 2400/-     |
| 4. Fan & Lights                           | Rs. 2800/-     |
| 5. Grease & Oil                           | Rs. 600/-      |
| 6. Other Materials (Tape rolls, Lock Box) | 2000/-         |
| 7. Gate Locks No. 6.                      | 7200/-         |
| 8. Total Repair Charges (Labour)          | Rs. 12000/-    |
| <b>Total:</b>                             | <b>49000/-</b> |

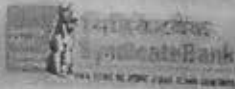
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111. Subash Reddy  
15/10/19

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FOR ADITYA COLLEGE OF ENGINEERING

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Payable at par at all branches of our Bank

SAN: 550127116213

Mr. S. L. Reddy  
Please sign here

⑈435126⑈ 533025682⑈ 550127⑈ 29



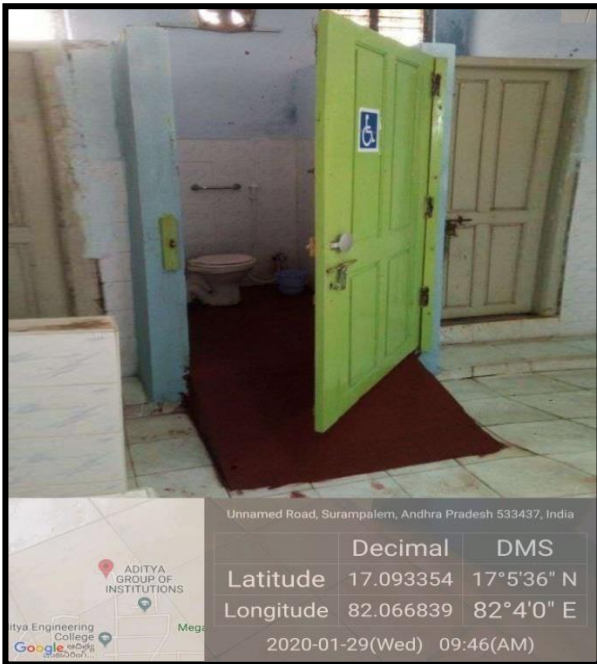
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Recognized by UGC under Sections 2(f) and 12(B) of UGC Act, 1956

Aditya Nagar, ADB Road, Surampalem - 533 437, E.G.Dist., Ph: 99631 76662.

## Disabled-friendly washrooms



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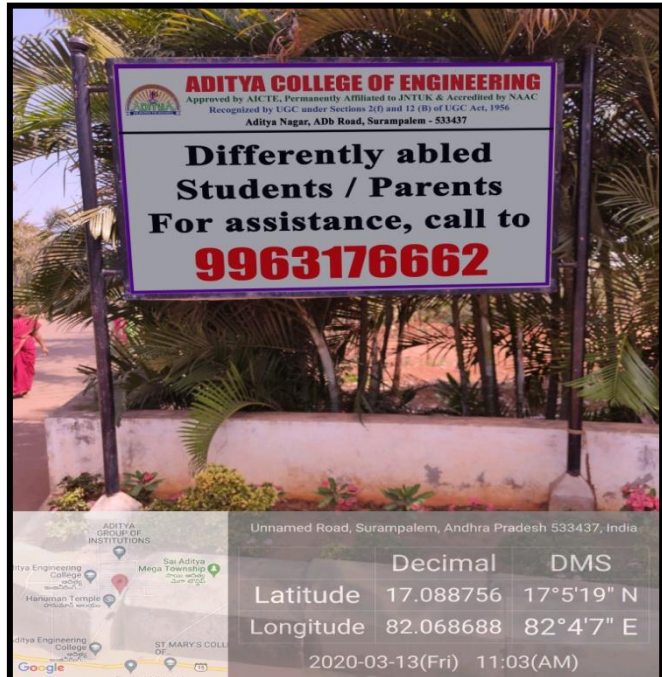
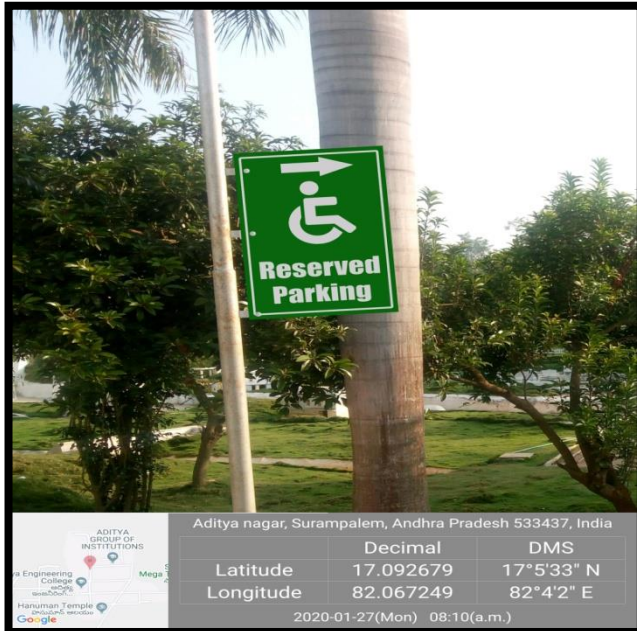


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Aditya Nagar, ADB Road, Surampalem - 533 437, E.G.Dist., Ph: 99631 76662.

## Signage including tactile paths, lights, display boards and signposts

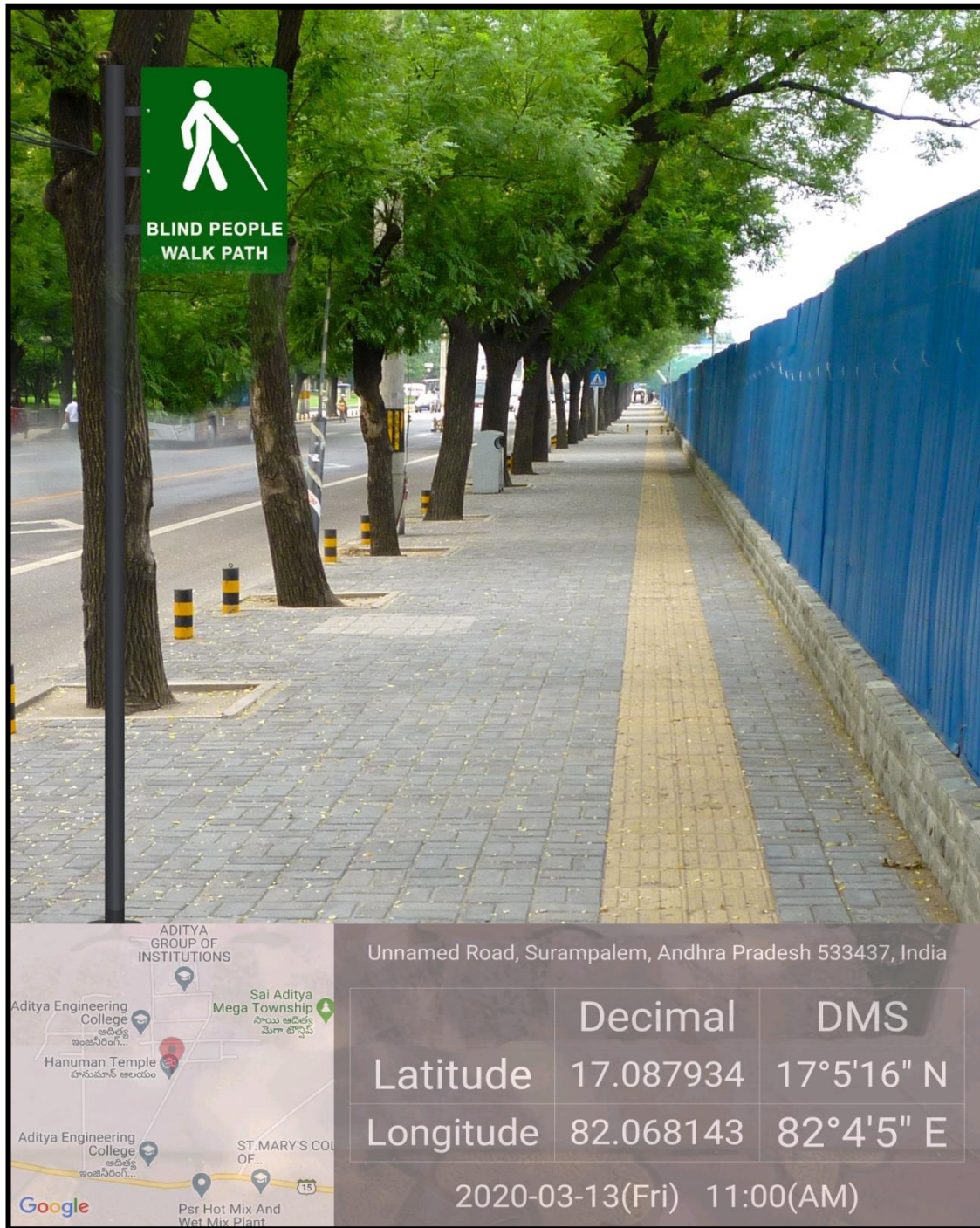


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## Tactile path



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Aditya Nagar, ADB Road, Surampalem - 533 437, E.G.Dist., Ph: 99631 76662.

Assistive technology and facilities for persons with disabilities (*Divyangjan*), accessible website, screen-reading software, mechanized equipment.

## BRAILLE SOFTWARE



Software downloaded from (<https://sourceforge.net/projects/brailles/>)

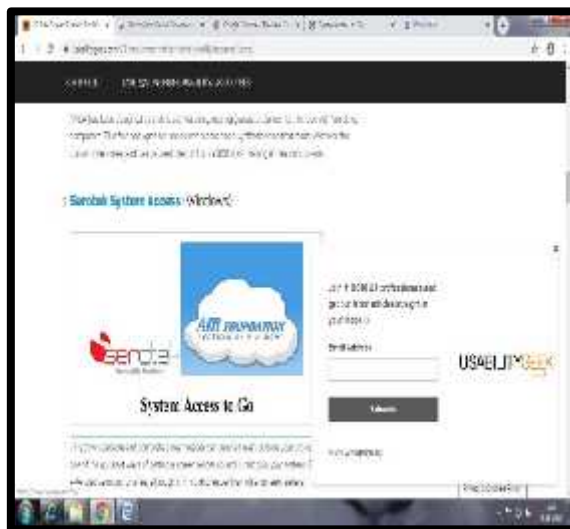


*[Handwritten Signature]*

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SURAMPALAM-533 437

# Screen Reading Software



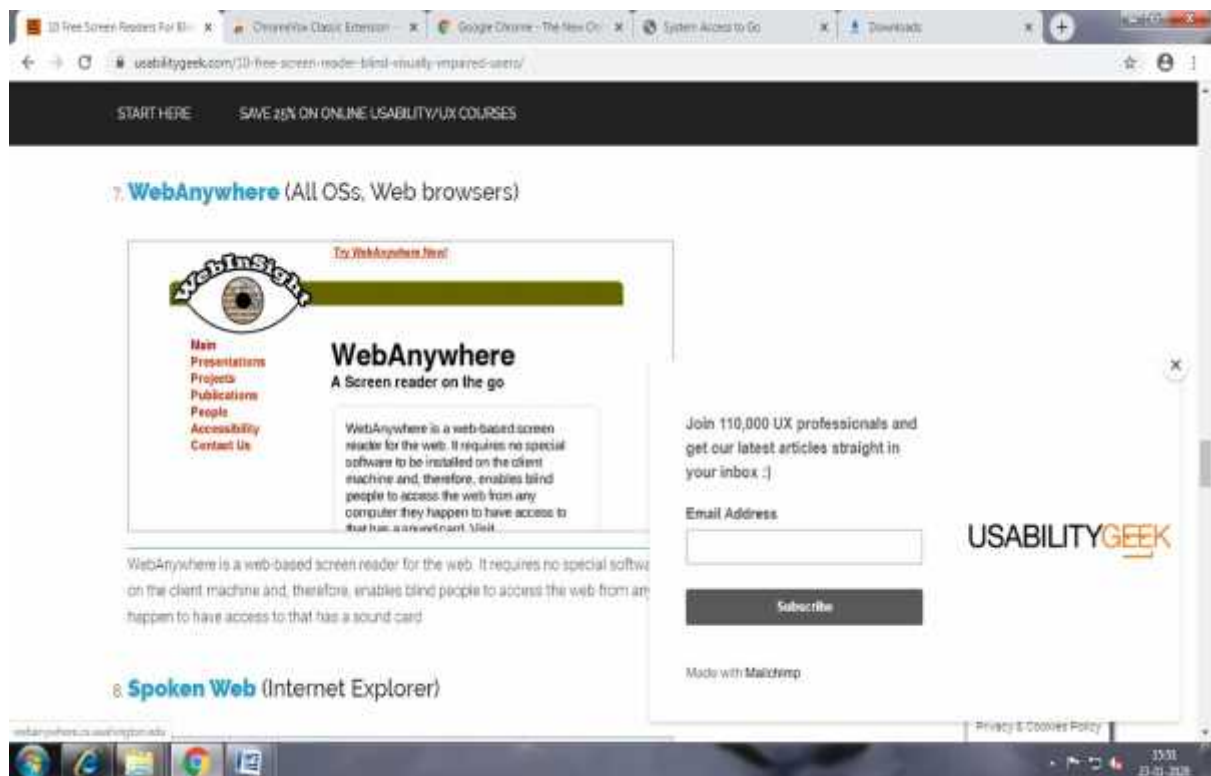
Software downloaded from (<https://www.nvaccess.org/>)  
Software downloaded from (<https://www.satogo.com/en/>)



  
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## Accessible websites



Software downloaded from (<http://webanywhere.cs.washington.edu/>)

Software downloaded from (<http://www.spoken-web.com/index.cgi?p=download>)



  
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SURAMPALEM-533 437



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Recognized by UGC under section 2(f) of UGC Act 1956

Aditya Nagar, ADB Road, Surampalem - 533 437, E.G.Dist., Ph: 99631 76662.

15-02-2019

## List of Scribes

S.No.	Roll No.	Name of the Scribe	Father Name	Adhaar No.	Mobile No.
1	13MH1A0372	PEPAKAYALA VENKATA RAMANA	P.CHAKRAM	962693453727	9849475299
2	15MH1M0012	E.V.RAMANA KUMAR	E. ABHISHEK	500742498038	9848795430
3	16MH5A0213	GARIKINA VINAYAKATEJA	G.SATYAM	404481058899	9603835354



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Aditya College of Engineering  
SURAMPALAM-533 437



# ADITYA COLLEGE OF ENGINEERING

Approved by AICTE & Affiliated to JNTUK, Kakinada

Ph: (0884) 2326224, 99631 76662, Email: office@acoe.edu.in, Website: www.acoe.edu.in

Date: 28-02-2017

From  
The Principal,  
Aditya College of Engineering,  
Surampalem,  
E.G.Dist,  
Pin: 533 437.  
Sir,

To  
The Controller of Examinations,  
J.N.T.U.K.,  
Kakinada,  
E.G. Dist,  
Pin: 533 003.

Sub: Request regarding the permission for Scribe- Reg.

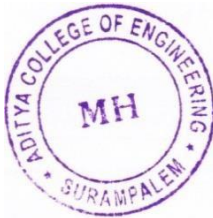
\*\* \*\* \*

One of our students, Mr. PEPAKAYALA VENKATA RAMANA, bearing Roll No. 13MH1A0372, is appearing for IV B.Tech - I Semester (Adv. Supplementary Examinations), scheduled from 01-03-2017. The student unfortunately met with an accident and his hand was broken. As per the medical advice, the student concerned is requesting us to permit him to take the help of a scribe to write the examinations.

At this juncture, we humbly request you to do the needful, for the relief of the dismayed student.

Thanking you,

Yours Sincerely,



A handwritten signature in green ink, appearing to be 'A. S. S.', written over a light blue grid background.

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**Encl:** Exam Hall Ticket  
Copy of Student College ID Card.

# ADITYA COLLEGE OF ENGINEERING

Approved by AICTE & Affiliated to JNTUK, Kakinada

Ph: (0884) 2326224, 99631 76662, Email: office@acoe.edu.in, Website: www.acoe.edu.in

Date: 25-01-2018

From  
The Principal,  
Aditya College of Engineering,  
Surampalem,  
E.G.Dist,  
Pin: 533 437.  
Sir,

To  
The Controller of Examinations,  
J.N.T.U.K.,  
Kakinada,  
E.G. Dist,  
Pin: 533 003.

Sub: Request regarding the Permission for Scribe- Reg.

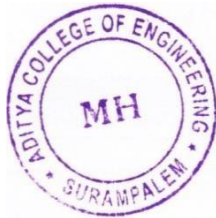
\*\* \*\* \*

One of our students, Mr. E.V.RAMANA KUMAR, bearing Roll No. 15MH1M0012, is studying MAM VI Semester. The student is appearing for MAM - I Semester Supplementary Examination, scheduled on 29-01-2018 at GIET ENGINEERING COLLEGE (T9). The student unfortunately met with an accident due to which his right hand fingers have been injured and got multiple fractures. As per the medical advice, the student concerned is requesting us to permit him to take the help of a scribe to write the examinations.

At this juncture, we humbly request you to do the needful, for the relief of the dismayed student.

Thanking you,

Yours Sincerely,



A handwritten signature in green ink, appearing to be 'A. V. Ramana Kumar', written over a light blue grid background.

**PRINCIPAL**

**Encl:** Exam Hall Ticket  
Copy of Student College ID Card  
Medical Certificates & Photographs

# ADITYA COLLEGE OF ENGINEERING

Approved by AICTE & Affiliated to JNTUK, Kakinada

Ph: (0884) 2326224, 99631 76662, Email: office@acoe.edu.in, Website: www.acoe.edu.in

Date: 29-03-2018

From  
The Principal,  
Aditya College of Engineering,  
Surampalem,  
E.G. Dist,  
Pin: 533 437.  
Sir,

To  
The Controller of Examinations,  
J.N.T.U.K,  
Kakinada,  
E.G. Dist,  
Pin: 533 003.

Sub: Request regarding the permission for Scribe- Reg.

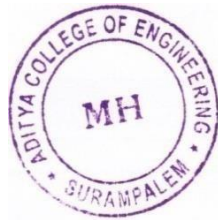
\*\* \*\* \*

One of our students, Mr. GARIKINA VINAYAKATEJA, bearing Roll No. 16MH5A0213, is appearing for III B.Tech. - II Semester (Regular Examinations), scheduled from 03-04-2018. The student unfortunately met with an accident, due to which his right hand thumb has been injured and got multiple fractures. As per the medical advice, the student concerned is requesting us to permit him to take the help of a scribe to write the examinations.

At this juncture, we humbly request you to do the needful, for the relief of the dismayed student.

Thanking you,

Yours Sincerely,



A handwritten signature in green ink, appearing to be 'H. S. S.', written over a white rectangular background.

**PRINCIPAL**

Encl: Copy of Student College ID Card  
Medical Certificates & Photographs