

**GOVERNMENT COLLEGE OF COMMERCE AND ECONOMICS
BORDA-MARGAO, GOA**

Affiliated to the Goa University

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Equal Opportunity Policy for Persons with Disabilities

Scope

Promotion and inculcation of values of love, compassion, equality, and justice by eliminating social exclusion and encouraging students and staff to be aware of the problems of the disadvantaged sections of society. Promoting the rights and dignity of each individual while focusing on the inclusion of people with disabilities and also to provide necessary guidance and counselling to differently-abled persons.

Objectives

The policy's goal is to make the Government College, Borda, Margao, a disabled-friendly Institution in terms of its appropriate infrastructure, support services, and sensitive environment

To comply with the provisions of **Section 21 of Rights for Persons with Disabilities Act, 2016** and the UGC Guidelines and ensure adherence to the guidelines in letter and spirit.

Policy

Inclusion and Anti-Discrimination

- Implementation of UGC Guidelines in respect of Persons with Disabilities
- Compliance with Section 21 of Rights for Persons with Disabilities Act, 2016
- Ensuring admission of students from all social backgrounds and their empowerment through counselling
- Strict implementation of admission policies for people with disabilities in accordance with the Reservation policy prevalent in the State
- Facilities and amenities to be provided to the Persons with Disabilities to enable them to effectively discharge their duties in the Institution

Infrastructure Support

- Updating campus infrastructure to make it more accessible for people with disabilities.
 - Elevators
 - Ramps
 - Railings
 - Accessible washrooms for disabled students and staff
- Provision and up-gradation of technological and mechanical support for people with disabilities.
 - ✓ Disabled-friendly software
 - ✓ Wheelchairs
 - ✓ Disabled-friendly signposts
 - ✓ Provisions for assistive devices, barrier-free accessibility and other provisions for persons with Disabilities

Sensitization and Awareness

- Organization of Awareness and Sensitization programmes for able-bodied staff and students to make the College a safe place for people with disabilities.
- Organization of activities, training, short-term courses and workshops specially designed to cater to the needs of students with disabilities.
- To celebrate important days pertaining to disability such as World Disabled Day, in the Institute.
- Collaborations with external agencies and organizations to create more opportunities of learning.
- Display of the Equal Opportunity Policy on the College website

Counselling and additional support

- Provision of counselling facilities for mental health needs of people with disabilities.
- Conducting Remedial classes for differently abled students.

Recruitment

The appointments are made by the Government in consonance with the reservation policies in place.

Internal Quality Assurance Cell (IQAC), GCCEM-Borda-Margao, Goa.

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