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Shillong College PWD (Person With Disability) Policy

About Shillong College:

Shillong College, Shillong, an "A" Grade institution in North East India was founded on the 15th of August, 1956 and has striven, since its inception, to turn the youth of North East India into leaders of their own society- bureaucrats, businessmen, judges, lawyers, engineers, media persons, social activists and others. Prof. (Late) Sudhindra Chandra Datta a renowned professor of Mathematics at St. Anthony's College was the founder Principal of Shillong College. A visionary and a dedicated academician, he led a committed group of intelligentsia and laid the foundation of this public institution.

The college continues to nurse, nurture, teach and train rural youth in one of its avowed missions. The institution ensures equal access to quality education embracing all sections within an equitable and inclusive classroom environment taking into account students' diverse backgrounds and different academic abilities, thereby making them active participants in the learning process.

Starting from very humble origins in 1956, with 35 students on its rolls, the College has grown into a multi-faceted, multi-faculty institution. Today it has two sprawling campuses dedicated entirely to First affiliated to Gauhati University (GU) and then to North-Eastern Hill University (NEHU), the pre-eminence of the college in the field Higher Education in North-East India is well established by its present student strength and long list of achievers. With staff strength of over 164 (Teaching and support staff) 22 options for Honours, the college caters to around 3300 students. With students from different ethnic communities and international students on its rolls, it is a microcosm of the North- East and a vibrantly alive experiment of national integration at its best.

From 2004, the college has decisively taken a new direction in its emphasis by enthusiastically launching out into a number of Professional Courses that would go a long way in developing skilled and knowledgeable manpower in the region while creating avenues for self-employment. In 2018, the College reached a new milestone, it became the first College in Meghalaya to offer (NEHU affiliated) Post Graduate Programme in English. The College has evolved into an active hub engaged in a number of extension activities emerging out of its academic programmes.

Motto of the College:

"Vidya Vidyante Amritam - Knowledge Is Immortal "



VISION OF THE COLLEGE: We envision Shillong College as a Centre of Excellence for Wisdom, a beacon of hope, a model embodiment of the ideal upon which our Great Nation has been built.

MISSION OF THE COLLEGE

- To endeavour to provide to all sections of society, quality yet affordable education, and create a knowledge-based society where avenues of success are readily available to all sections of the society, both urban and rural.
- To provide the right atmosphere that will facilitate the tapping, honing and refinement of latent potential talent and skill through appropriate academic, extra and co-curricular activities, promoting the pursuit of excellence thereof and leading to integrated personality development.
- To remain socially committed, with special impetus on catering to the needs of the socially, economically and educationally disadvantaged groups, and through academic excellence, confidence building and character development to elevate them to a level of excellence thus providing them with a fair chance of success and better future.
- To be attuned to the emerging needs of the young generations in a world of constant flux and to inculcate knowledge and need-based work skills so that the products of our college possess a competitive edge in the job market and find themselves prepared for gainful employment.
- To constantly update, equip, improve and evolve ourselves in all aspects in order to become more proficient and efficient in fulfilling our commitments to the students and the society at large to the best of our ability.
- To not only help our students become job-proficient but to sensitise, encourage and promote moral, a secular, scientific and nation –building virtues in the backdrop of varied and complex multiplicities that weave the beautiful patterns of our country so that the students respect, protect, nurture and value the rich composite culture of the country, India.

INTRODUCTION OF THE POLICY:

In keeping with the long-established tradition of the country with regards to people with disabilities, Shillong College has assumed upon itself the responsibility to introduce, plan and execute certain policies for the welfare of students and people with disabilities who are enrolled in any of the academic programmes that the college offers currently or will offer in the future or may find employment in its offices. These policies draw from Article 41 of the Indian Constitution and the various Acts that the country has passed over the years on disabilities such as the **Persons With Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995** and the **Rights of Persons with Disabilities Act, 2016** as well as the **Meghalaya State Policy for the Empowerment of Persons with Disabilities (MSPEPD)** amongst others. The policies are by no means comprehensive. They are indicative of initiatives, efforts, measures, and activities that the College could adopt from time to time to ensure the welfare of people with disabilities. The main aspects of the policies are as follows:

1.1: Definition:

“Disability” is defined as a substantial degree of physical impairment or impairment due to the loss of sight, hearing, and speech that prevents an individual from functioning independently. Any disability being considered should have been of at least twelve months in duration or the rest of the person’s life depending on whether the disability is congenital or due to accidents or the long-term effect of a severe form of illness. In this regard, the United Nations Convention on the Rights of Persons with Disabilities may be invoked as a definition that is complete and reliable as a frame of reference which defines disability as “a long-term physical, mental, intellectual or sensory impairments which in interaction with various barriers may hinder a person’s full and effective participation in society on an equal basis with others” (UNCRPD).

Further, in keeping with the relevant laws and acts, people (including students) with disabilities claiming any form of disability should have the mandatory Disability Certificate and Unique Disability Identity Card (UDID) which are issued by the relevant competent authorities to such persons after proper investigation and tests have been done to ascertain the type and nature of



disabilities that they may possess. The College through its policies, efforts, and initiatives will strive to ensure the following aspects for the welfare of students or persons with disabilities as defined above either studying or serving at the institution.

1.2: Institutional Policies for People with Disabilities Shillong College, Shillong:

1. Availability of services and facilities which, in the context of the college, can be defined as allowing students/persons with disabilities to study in the college.
2. Accessibility to services, facilities, and resources that the college makes available to its stakeholders.
3. Affordability of the services, facilities, and resources that the college offers to its stakeholders.
4. Empowerment concerning students or people with disability can be understood as the efforts and initiatives of the college as an educational institution to provide them with the necessary assistive gadgets, services, guidance, and facilities that enable them to study at the college and complete their education to the best of their abilities.

1.3: Equity:

Equity is defined as the making available assistance to a person or student with disabilities that is required by him or her according to his/her disability to enable him or her to function at par with other persons or students.

1.4: Functions and Activities:

To achieve the above aspects for the welfare of students and persons with disabilities, the college shall ensure that the following practices are observed wholeheartedly, in letter and spirit, throughout its various academic and administrative functions and activities.

1. Make all its academic programmes and courses available to students and persons with disabilities as long as they show heart and ability in pursuing the selected programme or course of study.
2. Allow people with disabilities to apply for any vacancies that may open up in the future in any of its academic departments or administrative offices should they have the necessary qualifications.
3. Remove barriers in environments and infrastructures of the college to enable students and people with disability to freely access the facilities and resources of the college independently or with minimal assistance from others.
4. Consider a fee structure that is encouraging and supportive of students with disabilities to provide them with access to quality education and training at the college.
5. Install and introduce relevant state-of-art assistive tools and gadgets to enable students and people with disabilities to access classroom lessons and interactions, facilities, library resources, and other resources conveniently.
6. Train and appoint faculties and staff accordingly to assist students and people with disabilities on campus.
7. Prevent and prohibit any form of discrimination against and harassment of students and employees with disabilities.
8. Work towards the healthy and positive integration of students and employees with disabilities on campus.



Dr. (Mrs.) E. Kharkongor

Principal

Shillong College. Shillong – 793003

Meghalaya