

G L Bajaj Institute of Technology and Management, Greater Noida

Accessibility Policy

Preamble

G L Bajaj Institute of Technology and Management (GLBITM), Greater Noida, adopts this Accessibility Policy in consonance with the Accessibility Guidelines and Standards for Higher Education Institutions issued by the University Grants Commission (UGC), 2022.

The institution reaffirms its commitment to ensuring full, equal, and dignified access to education for persons with disabilities, eliminating physical, digital, informational, and systemic barriers. This policy aligns with the Rights of Persons with Disabilities (RPwD) Act, 2016, National Education Policy (NEP) 2020, and national accessibility initiatives.

1. Accessibility in Higher Education Institutions: An Introduction

- GLBITM recognizes accessibility as a foundational requirement for fostering inclusive academic excellence.
- The institute aims to create an educational environment free from discrimination by ensuring that teaching-learning systems, administrative processes, and campus infrastructure are accessible to all learners, including those with benchmark disabilities as defined under the RPwD Act, 2016.

2. Need Assessment and Support Provisions

- GLBITM shall conduct systematic need assessments for students with disabilities at the time of admission and periodically thereafter, ensuring provision of reasonable accommodations.
- Support may include assistive technologies, academic adjustments, accessible materials, mobility assistance, examination-related accommodations, and counselling support.
- An institutional mechanism will coordinate need assessment and implementation of support services in alignment with UGC guidelines.

3. Accessible Information, Communication and Learning Resources

- The institution shall ensure that all information and communication systems comply with national accessibility standards including WCAG and BIS norms.

- All instructional materials, notices, circulars, and digital content must be accessible through screen-reader compatible formats, captioned videos, alternative text, large-print materials, tactile diagrams, or braille as applicable.
- Accessible repositories and conversion services will be provided to support diverse learning needs.

4. Inclusive Mobility Infrastructure

- GLBITM shall maintain inclusive campus mobility systems with accessible pedestrian pathways, ramps, tactile indicators, accessible parking, properly marked circulation routes, and wheelchair-friendly spaces.
- Where needed, mobility assistance such as wheelchairs, escorts, and accessible vehicles will be made available to support the movement of students with disabilities across academic and residential spaces.

5. Universal Accessibility in Built Infrastructure

- All buildings—academic blocks, laboratories, libraries, hostels, canteens, auditoriums, administrative units—shall comply with the Harmonised Guidelines & Standards for Universal Accessibility (2021).
- This includes installation of ramps, handrails, elevators with audio and braille features, accessible washrooms, tactile signage, emergency evacuation plans, and safe assembly points.
- Accessibility audits shall be conducted periodically and improvements implemented in phases.

6. Accessible Curriculum, Teaching and Learning Systems

- Faculty members shall ensure accessible curriculum design, including flexible instructional methods, availability of accessible materials, and adaptation of laboratory or practical sessions.
- Inclusive teaching strategies, multimodal content delivery, and accommodation of different learning styles shall be integrated into academic practices.
- The academic framework shall allow flexibility in pace, attendance, assessments, and submission timelines where required.

7. Accessible Assessment and Examination Systems

- Assessment and evaluation processes shall incorporate reasonable accommodations such as extra time, scribes, accessible question papers, alternative formats, separate seating, or adaptive devices.
- All examination centres must be physically accessible and supported with signage, volunteers, and assistive technologies.
- The accessible examination environment shall ensure confidentiality, dignity, and fairness.

8. Accessibility of Resources and Services

- All campus services—including the library, medical unit, counselling centre, ICT facilities, and administrative departments—shall be accessible and user-friendly.
- Library resources shall include accessible books, e-resources, tactile diagrams, DAISY materials, and sign-language enabled videos.
- Support services for scholarships, documentation, counselling, and academic mentoring shall be strengthened for persons with disabilities.

9. Inclusive Campus Life

- GLBITM is committed to enabling active participation of persons with disabilities in cultural, sports, technical, and extracurricular activities.
- Sensitization programs, peer-support initiatives, and leadership opportunities shall be promoted to foster a respectful and inclusive campus culture.
- Residential and recreational facilities shall be maintained in accessible formats.

10. Governance and Monitoring of Accessibility and Inclusive Practices

- The institution shall periodically review accessibility-related policies, practices, and infrastructure in alignment with UGC directives.
- Annual accessibility audits and compliance reports will guide continuous improvements.
- This policy shall be updated as per future UGC amendments and evolving institutional needs.

11. Review and Monitoring

- The policy shall be reviewed periodically to incorporate updated legal requirements, evolving accessibility standards, and institutional needs.
- Annual accessibility assessments will guide continuous improvement and long-term planning for an inclusive campus.