



AL-AZHAR DENTAL COLLEGE

Perumpillichira P. O., Thodupuzha, Idukki Dist., Kerala– 685 605

Run by Noorul Islam Trust

(Recognised by Dental Council of India & Affiliated to KUHS)

Mob: 9747410065, 9497720069

E-mail: alazhardentaloffice@gmail.com

Website: aadc.ac.in

Date:11-06-2018

POLICY FOR PERSONS WITH DISABILITIES

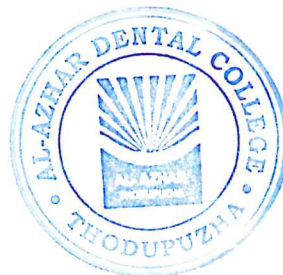
Al-Azhar Dental College recognizes the importance of creating an inclusive environment that upholds the rights of individuals with disabilities, as mandated by the Right of Persons with Disabilities Act, 2016. The college is committed to preventing any form of discrimination against individuals with physical and mental disabilities and aims to foster a comprehensive and inclusive teaching and learning environment where disabled students, employees, patients, and visitors are treated with respect and fairness. The college endeavors to make all its programs, administrative activities, and facilities accessible to everyone, while ensuring compliance with relevant legislations.

The following are the objectives of this policy:

- Creating an inclusive culture that eliminates discrimination, exploitation, and exclusion of disabled students and staff from all areas of work and education.
- Establishing an effective regulatory mechanism to deliver services to disabled students and staff.
- Ensuring compliance with all legislations related to persons with disabilities.
- Providing accessible and inclusive education at the college.
- Promoting full participation and equal opportunities for development for persons with disabilities.
- Allocating necessary budget resources to achieve the aforementioned objectives.

For the purpose of this policy, the term "disability" encompasses a range of limitations, including motor and sensory impairments, chronic illnesses, psychological and emotional disorders, learning disabilities, and various health conditions. Accommodations and support should be tailored to the individual needs of each person, considering the degree and type of limitation they experience.

A "qualified person with disability" refers to an individual with a disability who meets the necessary academic requirements for enrollment in a program or activity at the college. Similarly, for employment, training, work assignments, and promotion, a qualified person with a disability should



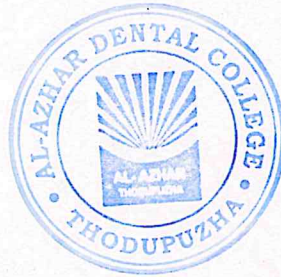
Prof. Dr. Harvey Thomas MDS
Principal
Al-Azhar Dental College
Thodupuzha - 685 605

be capable of performing the essential functions of the job, with relaxation allowed as per government rules.

The policy focuses on making all services, activities, and benefits fully accessible to qualified individuals with disabilities. The college aims to create a disabled-friendly campus, where appropriate accommodations are provided, and access problems are promptly addressed. Awareness programs for faculty and staff, compliance with national and international accessibility standards for web services, and a 5% reservation for persons with disabilities(PwD) in all courses offered by the college.

Furthermore, the college conducts annual assessment to improve facilities available to staff and students. The institution ensures a disabled-friendly environment with features such as ramps, tactile sensation pathways, and disabled-friendly washrooms. Staff members are trained to assist persons with disabilities, including those with learning disabilities. Additionally, the college has installed NVDA (Non Visual Desktop Access) software in the library and administrative office to facilitate screen reading.

Prof. Dr. V.A. AFZAL., M.D.S.
Principal
Al- Azhar Dental College
Perumpillichira P.O., Thodupuzha-685 605



Prof. Dr. Harvey Thomas MDS
Principal
Al-Azhar Dental College
Thodupuzha -685 605