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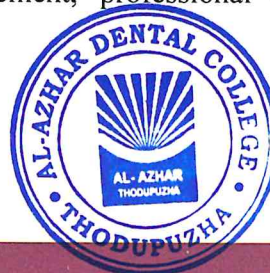
Revised Policy for Persons with Disabilities at Al-Azhar Dental College


Introduction:

Al-Azhar Dental College reaffirms its commitment to creating an inclusive, accessible, and supportive environment for individuals with disabilities. In alignment with the **Rights of Persons with Disabilities Act, 2016**, and evolving best practices, the college continues to ensure that students, staff, patients, and visitors with disabilities are treated with dignity, respect, and fairness. This revised policy reflects the advancements made over the past five years, addressing current challenges, and integrating new guidelines to enhance accessibility and inclusion in all aspects of college life.

Objectives:

- Fostering an Inclusive Culture:**
 - Create a college environment that actively eliminates discrimination and exclusion of students and staff with disabilities.
 - Promote a culture of respect, equality, and full participation in academic, professional, and social activities, ensuring that disabled students, staff, and visitors feel included and valued.
- Establishing a Robust Regulatory Mechanism:**
 - Develop a clear and effective system for providing services, support, and accommodations to individuals with disabilities, ensuring a smooth process for accessing these services.
 - Regularly review and update the support systems to address emerging needs and challenges.
- Ensuring Legal Compliance:**
 - Continue compliance with all relevant national and international legislation related to persons with disabilities, including the **Rights of Persons with Disabilities Act, 2016**, and the **UN Convention on the Rights of Persons with Disabilities**.
 - Stay updated on new laws, guidelines, and best practices in disability inclusion.
- Providing Accessible and Inclusive Education:**
 - Ensure that all academic programs, resources, and learning environments are accessible to students with disabilities.
 - Implement personalized support for students with diverse disabilities, such as extended exam time, specialized software, or additional learning support.
- Promoting Full Participation and Equal Opportunities:**
 - Guarantee that all students and staff with disabilities have equal opportunities for participation, academic advancement, professional development, and career progression.




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- Foster mentorship programs and career services specifically for individuals with disabilities to promote their growth and success.

Definitions:

- **Disability:** Includes a wide range of impairments, such as motor and sensory disabilities, chronic illnesses, psychological disorders, learning disabilities, and other health conditions that limit a person's ability to fully participate in college activities.
- **Qualified Person with Disability (PwD):** A person with a disability who meets the academic or professional requirements for enrollment or employment, with reasonable accommodations provided as per government rules.

Key Actions and Strategies:

1. **Disability Assessments and Individualized Support:**
 - Conduct individualized assessments of the specific needs of disabled students and staff to ensure tailored accommodations and support.
 - Continue offering remedial coaching classes and specialized training to faculty, staff, and students on recognizing and addressing disabilities.
2. **Accessible Facilities and Campus Design:**
 - Continue to improve campus accessibility with the maintenance of ramps, tactile pathways, and wheelchair-accessible washrooms.
 - Ensure that all buildings, including new construction and renovations, comply with national accessibility standards.
 - Ensure periodically the number of accessible parking spaces and promote the use of these spaces.
3. **Assistive Technology and Tools:**
 - Expand the availability of assistive technologies, such as screen readers (NVDA), speech-to-text software, based on the need.
 - Ensure that all online content, including websites and digital learning platforms, meets national and international web accessibility standards (WCAG).
 - Integrate technology that facilitates the participation of students with learning disabilities and other impairments, such as audio-based textbooks and captioned videos.
4. **Inclusive Education and Faculty Training:**
 - Strengthen the integration of inclusive education practices within the curriculum, ensuring that all academic programs are accessible to students with disabilities.
 - Organize ongoing awareness programs and training for faculty and staff, including workshops on disability etiquette, universal design for learning (UDL), and individualized support strategies.
 - Encourage faculty to incorporate diverse teaching methods to accommodate various learning styles and disabilities, ensuring that content delivery is flexible and inclusive.
5. **Employment and Career Development:**
 - Create a supportive and inclusive workplace for staff with disabilities, ensuring equal access to career opportunities, promotions, and development programs.


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- Establish programs that help transition students with disabilities from education to employment, ensuring they are equipped with the necessary skills and resources.

6. Awareness Campaigns and Outreach:

- Organize awareness campaigns and activities to promote understanding of disability issues across campus, including seminars, panel discussions, and events hosted by the **Nature Club** and other student organizations.
- Encourage students and faculty to participate in global and national disability-related observances, such as the **International Day of Persons with Disabilities**.

Implementation and Monitoring:

1. Action Plan Development:

- Develop a detailed action plan with specific timelines, responsibilities, and resources to ensure the successful implementation of this policy.
- Regularly assess the effectiveness of accommodations and infrastructure improvements, using feedback from students, staff, and disability advocates.

2. Continuous Evaluation:

- Conduct annual surveys to assess the needs and satisfaction of students, staff, and visitors with disabilities. Use this feedback to improve services and facilities.
- Implement regular audits of campus accessibility and make adjustments as required, ensuring that any new challenges are addressed promptly.

3. Collaboration with Stakeholders:

- Strengthen partnerships with local disability organizations, experts, and advocacy groups to keep up with the latest trends, research, and strategies for supporting persons with disabilities.
- Ensure that the student organizations play an active role in promoting inclusion and raising awareness on disability-related issues.

Review and Evaluation:

This policy will be reviewed every five years to assess its effectiveness and relevance in meeting the needs of the college community. Input from disabled stakeholders will be gathered to continuously improve the policy. Any necessary revisions will be made to align with new legislative requirements, advancements in accessibility technology, and the evolving needs of the college community.

Conclusion:

Al-Azhar Dental College is dedicated to creating an inclusive environment where students, staff, and visitors with disabilities are supported in every aspect of their academic and professional journeys. This revised policy reflects the institution's ongoing commitment to accessibility, equality, and respect for all individuals, ensuring that everyone has the opportunity to succeed.

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