



POLICY FOR DIFFERENTLY ABLED

IILM UNIVERSITY

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		Issued for Implementation
Rev.	Date:	Description
IILM UNIVERSITY GREATER NOIDA		Policy for Differently Abled

INTRODUCTION

IILM University, Greater Noida, is committed to promoting diversity, equity, and inclusion. As part of its dedication to equal opportunities and in compliance with legal obligations under relevant national and international frameworks, the University aims to create an inclusive environment by reducing or eliminating barriers that may hinder the participation of differently-abled students, faculty, staff, and visitors.

GENERAL PRINCIPLES

IILM University believes that a well-defined and consistently implemented policy for differently-abled individuals enhances the overall inclusivity and accessibility of the institution. The University adopts the following guiding principles:

A. STUDENTS

- No applicant will be denied admission on the grounds of disability. The University will ensure that all admission processes are inclusive and accessible.
- If an applicant is not admitted due to non-academic reasons related to accessibility, a review committee will assess the decision, ensuring transparency and fairness.
- Course curricula, teaching methodologies, and learning resources will be designed to be inclusive and accessible to differently-abled students.
- Faculty mentors will be assigned to guide differently-abled students regarding course requirements and academic support.
- Special considerations, such as reasonable accommodations in examinations and assessments, will be provided based on medical or expert recommendations. The Controller of Examinations will oversee such provisions.

B. STAFF

- Job descriptions at IILM University will explicitly state the institution's commitment to providing reasonable accommodations for differently-abled candidates during the recruitment and selection process.
- The University will take all necessary measures to provide a conducive work environment for differently-abled staff members.
- Reasonable adjustments will be made to workspaces, teaching areas, and administrative facilities to ensure the full participation of differently-abled employees.
- Any proposed modifications will be discussed with the concerned employee, the respective department, the Head of HR, and the Registrar.
- Career development and training programs will be accessible and inclusive, ensuring that differently-abled staff members receive equal opportunities for growth and advancement.

C. INFRASTRUCTURE & ACCESSIBILITY

- The University will undertake continuous improvements to ensure a barrier-free campus. Measures include:
 - Installation of ramps, elevators, and accessible restrooms.
 - Provision of assistive devices, screen readers, and other learning aids.
 - Clear and visible indicators for accessible routes and services.
- Academic and administrative departments will conduct periodic reviews of their infrastructure and services to enhance accessibility.

COMPLAINTS & GRIEVANCE REDRESSAL

IILM University is committed to fostering an inclusive and supportive environment. If a differently-abled student, staff member, or visitor faces any accessibility-related challenge or discrimination;

- The grievance should be reported to the Registrar to resolve the issue promptly.
- Students may escalate unresolved concerns through the Student Grievance Redressal Committee.

- Staff members can seek recourse through the HR Grievance Mechanism, with unresolved matters referred to the Vice-Chancellor's office.
- Complaints will be addressed sensitively and efficiently, ensuring a fair resolution for all parties involved.

CONCLUSION

IILM University, Greater Noida, acknowledges that implementing and upholding this policy will require continuous commitment and resource allocation. Nonetheless, fostering an inclusive and accessible environment remains a collective responsibility of the institution, faculty, staff, and students. Every member of the University is encouraged to contribute to the realization of a truly inclusive academic community.

Approved by:



Vice-Chancellor
IILM University, Greater Noida