



DISABILITY SUPPORT POLICY

C.S.M.S.S. Dental College and Hospital is committed to providing an inclusive, accessible, safe and supportive environment for students, teaching and non-teaching staff, patients, attendants and visitors with disabilities. The institution recognizes the right of persons with disabilities to participate equally in education, employment, healthcare and institutional activities with dignity and without discrimination.

The College shall make reasonable efforts to identify and remove physical, educational, communication, technological and attitudinal barriers. This policy shall be implemented in accordance with applicable Government of India laws, the Rights of Persons with Disabilities framework, UGC requirements and relevant dental and healthcare regulations.

● Vision

To create a barrier-free and inclusive dental education and healthcare environment in which persons with disabilities can study, work, receive treatment and participate in institutional activities with dignity, independence and equal opportunity.

● Objectives

The policy aims to:

- prevent discrimination and promote equal opportunity;
- ensure accessible academic, administrative and clinical facilities;
- provide respectful and accessible dental healthcare;
- promote disability awareness and sensitivity among students and staff;
- ensure appropriate support during emergencies and evacuation;
- improve accessibility of institutional communication and digital resources;
- provide an effective mechanism for disability-related grievances and continuous improvement.



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Kanchanwadi, Chhatrapati Sambhajinagar

- **Scope**

This policy applies to undergraduate and postgraduate students, interns, trainees, research scholars, teaching faculty, non-teaching and administrative staff, hospital personnel, patients, attendants, visitors and other persons accessing the College and Hospital. Support shall be provided in accordance with applicable law and the functional requirements of the individual.

- **Accessibility and Barrier-Free Campus**

C.S.M.S.S. Dental College and Hospital shall progressively provide and maintain accessible infrastructure, including ramps with handrails, accessible entrances and pathways, accessible toilets, designated parking, suitable signage, adequate lighting, accessible seating, clear corridors and accessible classrooms, laboratories, libraries and clinical areas. Emergency exits and evacuation arrangements shall take the needs of persons with disabilities into account.

- **Support for Students**

Students with disabilities shall receive reasonable academic and clinical support consistent with applicable regulations and essential learning outcomes. Depending on individual needs, support may include accessible classrooms and clinics, appropriate seating, approved examination accommodations, scribe/reader facilities where permitted, assistive technology, accessible learning material, suitable laboratory and clinical arrangements, counselling and mentoring.

- **Support for Faculty and Staff**

Employees with disabilities shall be provided equal opportunities in recruitment, work, promotion, training and professional development, subject to applicable statutory requirements. Reasonable accommodation may include accessible workplace arrangements, suitable furniture and equipment, assistive technology, accessible communication, appropriate modification of work processes and assistance during emergencies.

- **Accessible and Inclusive Patient Care**

As a dental teaching hospital, C.S.M.S.S. Dental College and Hospital shall strive to provide accessible, respectful and dignified care to patients with disabilities. Measures may include accessible registration and waiting areas, assistance with movement, accessible treatment areas where practicable, appropriate communication support and reasonable adjustments in appointments and treatment procedures.

Patients with hearing, visual, speech, intellectual or developmental disabilities shall receive appropriate assistance according to their needs. Treatment and consent information shall be communicated in an understandable manner. Privacy, dignity and confidentiality shall be maintained.

Patients shall not be denied dental care solely because of disability. Where specialized treatment or facilities are unavailable, appropriate referral shall be arranged.



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- **Communication Accessibility**

C.S.M.S.S. Dental College and Hospital shall progressively improve accessible communication through clear signage, large-print information where required, accessible digital documents, screen-reader-compatible content where feasible, visual and auditory communication methods and appropriate assistance for persons with hearing or speech disabilities. Staff shall be encouraged to use disability-sensitive communication practices.

- **Confidentiality and Grievance Redressal**

Disability-related information shall be treated as confidential and shared only when necessary for providing legitimate support, accommodation or where required by law. No person shall be stigmatized or humiliated because of disability.

Students, employees, patients and visitors may report discrimination, harassment or accessibility barriers to the designated institutional authority or Committee. The grievance mechanism shall be accessible, provide reasonable assistance in submitting complaints, protect confidentiality, ensure fair consideration and maintain appropriate records.

- **Awareness and Sensitization**

C.S.M.S.S. Dental College and Hospital shall periodically conduct disability-awareness and sensitization programmes for students, faculty and staff. Activities may include training in disability-sensitive communication, orientation on accessibility and assistive technology, and guidance on appropriate interaction with patients and colleagues with disabilities.

- **Institutional Commitment**

C.S.M.S.S. Dental College and Hospital is committed to ensuring that disability is not a barrier to education, employment, healthcare or meaningful participation in institutional life. The College shall work towards continuous improvement and an environment in which every person is treated with dignity and provided a fair opportunity to participate and contribute.



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(Dr. Lata Kale)

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