

COIMBATORE INSTITUTE OF TECHNOLOGY (CIT), COIMBATORE

INSTITUTIONAL ACCESSIBILITY & INCLUSION STANDARDS

POLICY AND GUIDELINES

1. PREAMBLE

Coimbatore Institute of Technology (CIT), Coimbatore is committed to creating an inclusive, equitable, accessible, and barrier-free educational environment for all students, faculty, staff, researchers, visitors, and stakeholders. The Institute recognizes accessibility and inclusion as fundamental rights and essential components of quality technical education.

This policy is framed in accordance with:

- Rights of Persons with Disabilities (RPwD) Act, 2016.
- UGC Accessibility Guidelines and Standards for Higher Education Institutions and Universities, 2022.
- AICTE Approval Process Handbook and Guidelines on Inclusive Technical Education.
- AICTE Initiatives on Universal Human Values, Assistive Technologies, and Student Support.
- Relevant Government of India, UGC, AICTE, and Anna University regulations issued from time to time.

As a premier engineering institution, CIT is committed to ensuring that every learner, irrespective of physical, sensory, intellectual, neurological, learning, or psychosocial disabilities, receives equal opportunities to participate, learn, innovate, conduct research, and succeed.

The Institute believes that accessibility extends beyond physical infrastructure and includes academic systems, digital platforms, communication processes, laboratories, innovation spaces, and campus culture.

2. OBJECTIVES

The objectives of this policy are:

1. To ensure equitable access to technical and higher education for all learners.
2. To create a barrier-free physical, academic, digital, and social environment.
3. To promote inclusive engineering education through Universal Design for Learning (UDL).
4. To provide reasonable accommodations and support services.
5. To ensure accessibility of laboratories, workshops, maker spaces, libraries, and innovation centres.
6. To facilitate equal participation in academic, research, placement, entrepreneurship, and extracurricular activities.

7. To establish effective institutional support and grievance redressal mechanisms.
8. To promote awareness, sensitivity, dignity, and respect toward persons with disabilities.
9. To comply with UGC, AICTE, RPwD Act 2016, NBA, and NAAC quality requirements.
10. To foster an inclusive campus culture that values diversity, equity, and participation.

3. SCOPE

This policy applies to:

- Students with benchmark and non-benchmark disabilities.
- Teaching faculty.
- Non-teaching staff.
- Research scholars.
- Contract employees.
- Visitors and stakeholders with accessibility needs.

The policy covers:

- Admissions and orientation.
- Academic programmes.
- Laboratories and workshops.
- Research facilities.
- Library services.
- Innovation and incubation centres.
- Examinations and evaluations.
- Digital learning systems.
- Campus mobility and infrastructure.
- Hostel and residential facilities.
- Sports, cultural activities, and student clubs.
- Placement and career services.
- Administrative services and grievance redressal.

4. GUIDING PRINCIPLES

The Institute shall adopt the following principles:

- Equality and non-discrimination.
- Universal accessibility.
- Dignity and independence.
- Inclusive participation.
- Reasonable accommodation.

- Student-centered support.
- Confidentiality and privacy.
- Continuous improvement and accountability.

5. INCLUSIVE AND ACCESSIBLE CAMPUS ENVIRONMENT

CIT shall promote a campus culture where individuals with disabilities participate fully and equally in academic and campus life.

The Institute shall:

- Follow non-discriminatory admission procedures.
- Provide equal opportunities in academics and assessments.
- Conduct awareness and sensitization programmes.
- Promote diversity, equity, and inclusion.
- Establish mentoring and counselling support systems.
- Prevent discrimination, exclusion, bullying, ragging, and harassment.
- Encourage participation in student governance, clubs, innovation activities, and leadership programmes.

6. ACCESSIBLE PHYSICAL INFRASTRUCTURE

In accordance with UGC Guidelines and RPwD Act 2016, the Institute shall maintain barrier-free infrastructure.

Infrastructure Standards

The Institute shall provide:

Campus Mobility

- Accessible campus entrances and exits.
- Ramps with prescribed gradients and handrails.
- Wheelchair-accessible pathways.
- Tactile pathways for visually impaired persons.
- Non-slip flooring.
- Accessible pedestrian crossings.

Buildings

- Accessible classrooms and seminar halls.
- Lift facilities in multi-storey buildings.
- Accessible laboratories and workshops.
- Accessible administrative offices.
- Accessible libraries and learning centres.

- Accessible innovation and incubation facilities.

Support Facilities

- Accessible toilets.
- Designated parking spaces.
- Accessible hostel facilities.
- Emergency evacuation support systems.
- Accessible signage and wayfinding systems.
- Wheelchair support facilities.

The Institute shall conduct periodic accessibility audits and implement corrective measures wherever required.

7. ACCESSIBLE ACADEMIC AND TEACHING–LEARNING ENVIRONMENT

The Institute shall adopt inclusive pedagogical practices consistent with Universal Design for Learning (UDL).

Inclusive Teaching Measures

Faculty members shall:

- Use flexible teaching methodologies.
- Provide learning materials in accessible formats.
- Use multiple methods of instruction.
- Encourage inclusive classroom participation.
- Utilize assistive technologies where appropriate.
- Provide digital notes and recorded learning resources.
- Support individualized learning needs.
- Facilitate alternative learning pathways where necessary.

Engineering Education Accessibility

Special attention shall be given to:

- Laboratory accessibility.
- Workshop accessibility.
- CAD/CAM and simulation software accessibility.
- Engineering drawing support.
- Project-based learning accommodations.
- Research laboratory accessibility.
- Innovation and startup ecosystem participation.

8. DIGITAL ACCESSIBILITY AND INFORMATION SYSTEMS

The Institute recognizes digital accessibility as a critical component of inclusive technical education.

Digital Accessibility Standards

The Institute shall ensure:

- Accessible institutional website.
- Screen-reader compatible digital platforms.
- Accessible Learning Management Systems (LMS).
- Captioned instructional videos.
- Accessible e-content and e-books.
- Accessible online examination systems.
- Accessible ERP and student portals.
- Digital communication in accessible formats.

All major digital systems shall comply with recognized accessibility standards and assistive technology requirements.

9. ACCESSIBLE EXAMINATION AND EVALUATION SYSTEM

The Institute shall provide reasonable accommodations to ensure fair assessment.

Examination Support

Eligible students may receive:

- Additional examination time as per Government, AICTE, Anna University, and UGC norms.
- Scribe facility.
- Reader facility.
- Interpreter support where applicable.
- Accessible examination venues.
- Assistive devices during examinations.
- Alternative modes of assessment when appropriate.
- Confidential handling of disability-related information.

The Institute shall ensure equitable evaluation procedures while maintaining academic standards.

10. ACCESSIBLE LIBRARY, LABORATORY, AND RESEARCH RESOURCES

The Institute shall ensure equitable access to academic resources.

Library Services

The Library shall provide:

- Accessible digital resources.

- E-books and online databases.
- Screen-reader software.
- Assistive reading technologies.
- Accessible reading spaces.
- Assistance in locating learning resources.

Laboratory and Research Support

The Institute shall:

- Facilitate accessible laboratory participation.
- Provide assistive devices where feasible.
- Support inclusive research participation.
- Enable accessibility in innovation and incubation centres.
- Encourage participation in technical competitions and research projects.

The Institute shall progressively introduce assistive technologies such as screen readers, hearing support systems, and other accessible learning tools.

11. EQUAL OPPORTUNITY CELL (EOC)

The Institute shall establish and strengthen the Equal Opportunity Cell (EOC) as the nodal body for accessibility and inclusion initiatives.

Sl. No.	Name of the Faculty	Designation / Department	Responsibilities
1.	Dr. A. Rajeswari	Principal	Chairperson
2.	Dr. S. Agilan	Dean – Extra Curricular Professor & Head, Dept. of Physics	Advisor
3.	Dr. S. Nandakumar	Assistant Professor in EEE	Member
4.	Dr. J. Cyril Santhosh	Assistant Professor in Civil Engineering	Member
5.	Dr. R. Azarudeen	Assistant Professor in Chemistry	Member
6.	Dr. A. G. Sudha	Associate Professor & Head (I/C), Dept. of MBA	Member
7.	Dr. J. B. Jona	Associate Professor in Computer Applications	Member
8.	Smt. S. Namsheetha Banu	Store-Keeper in Office	Member

Functions of EOC

The EOC shall:

- Coordinate disability support services.
- Recommend accessibility improvements.
- Monitor policy implementation.

- Facilitate accommodations.
- Organize awareness programmes.
- Address accessibility-related grievances.
- Conduct accessibility audits.
- Maintain accessibility-related records.

12. STUDENT SUPPORT SERVICES

The Institute shall provide:

- Academic mentoring.
- Career guidance and placement support.
- Psychological counselling.
- Peer mentoring programmes.
- Scholarship and financial aid guidance.
- Assistive technology support.
- Skill development and employability enhancement programmes.

Special support shall be extended to students belonging to Socio-Economically Disadvantaged Groups (SEDGs), women, and Persons with Disabilities.

13. GRIEVANCE REDRESSAL MECHANISM

Students, faculty, staff, and visitors may report accessibility-related concerns through designated institutional mechanisms.

Complaints may be submitted to:

- Equal Opportunity Cell.
- Students' Grievance Redressal Committee.
- Nodal Officer.
- Principal.

The Institute shall ensure:

- Confidentiality.
- Non-retaliation.
- Fair investigation.
- Time-bound resolution.
- Corrective action where necessary.

14. TRAINING, AWARENESS, AND CAPACITY BUILDING

The Institute shall organize regular programmes for:

- Faculty development.
- Staff sensitization.

- Student awareness.
- Inclusive teaching practices.
- Universal Design for Learning.
- Digital accessibility.
- Assistive technologies.
- Disability rights and inclusion.

15. MONITORING AND CONTINUOUS IMPROVEMENT

The Institute shall:

- Conduct periodic accessibility audits.
- Review infrastructure and digital systems.
- Collect stakeholder feedback.
- Maintain accessibility performance indicators.
- Prepare annual accessibility reports.
- Implement corrective and preventive measures.

Accessibility shall be integrated into institutional quality assurance processes through IQAC and other statutory bodies.

16. CONCLUSION

Coimbatore Institute of Technology is committed to developing an inclusive engineering education ecosystem where accessibility, equity, and participation are embedded in every aspect of institutional functioning. By integrating UGC Accessibility Standards, AICTE guidelines for technical institutions, RPwD Act provisions, and best practices in inclusive education, the Institute seeks to create a barrier-free campus that empowers every learner to achieve academic excellence, professional success, innovation, and personal growth.

The Institute affirms that accessibility is not merely a regulatory obligation but a core institutional value that promotes dignity, equal opportunity, social justice, and human development.