



विद्या परं दैवतम्

IIM

भारतीय प्रबंध संस्थान विशाखपट्टणम

Indian Institute of Management Visakhapatnam

OFFICE MEMORANDUM

Ref. No. Dir/2021/019

30/7/2022

Constitution of Cell for the Empowerment of the Persons with Disabilities

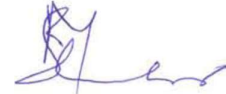
- (1) As a part of the Institute's commitment to ensuring that: (i) there are adequate facilities and opportunities for the Persons with Disabilities (PwD); (ii) there is diversity and inclusiveness; and (iii) there is no discrimination of any kind in the Institute, a Cell for the Empowerment of the Persons with Disabilities (CEPD) was constituted, vide OM Ref. No. Dir/2019/012 dated 09/7/2019 and a Committee with revised composition notified vide OM Ref. No. Dir/2021/010 dated 06/4/2021.
- (2) Further, an OM Ref. No. Dir/2020/006 dated 22/7/2020 was issued on the subject, appointing Prof. Milan Kumar as the Grievance Redressal Officer, in compliance with Section 23 of the Rights of Persons with Disabilities Act, 2016.
- (3) The Grievance Redressal Officer shall act in accordance with the provisions of the said Act. The GRO will, *ex-officio*, chair the CEPD.
- (4) The composition of the CEPD is revised as under:

Sl. No.	Membership	Role in the Cell
1	Grievance Redressal Officer	Chairperson
2	Dean (Administration)	Member & Alternate Chair
3	Prof. Rohit Titiyal	Member
4	Prof. Karthika S	Member
5	Head (Projects)	Member
6	Senior Administrative Officer (Administration)	Member-Convener
7	MBA and/or PhD Students - Two [as may be identified by the Coordinator (A&R) in consultation with the (respective) Program Chair(s)]	Members

Notes: At least one member in the Cell shall be a PwD. If there is none, any PwD from Teaching/Non-Teaching Staff or students of any academic-title granting program of the Institute or from IIMV Alumni may be co-opted as an additional Member.

- (5) The Cell shall be guided by the Rehabilitation Council of India Act, 1992; Rights of Persons with Disabilities Act, 2016; and the Acts/Rules/Guidelines issued by the Ministry of Social Justice & Empowerment, Govt. of India, from time to time.
- (6) The Cell shall organize/undertake events and activities (indicative and not exhaustive) as under, for PwD:
 - (a) Advise on admission, administration and recruitment policies ensuring equal opportunities for PwD;
 - (b) Facilitate barrier-free access to all buildings of Offices, Classrooms, Library, Hostels, Parking areas etc.;
 - (c) Facilitate providing course materials in relevant forms and formats accessible and usable by PwD;
 - (d) Arrange for assistive devices to enhance their independence;
 - (e) Arrange for special counselling for increasing their employment potential;
 - (f) Arrange orientation courses on life skills, soft skills;
 - (g) Raise awareness about PwD and their legal entitlements;
 - (h) Sensitize the Institute community and other stakeholders on the issues and challenges faced by PwD as well as their potential and capabilities;
 - (i) Explore funding possibilities such as scholarships, fellowships etc.;
 - (j) Act as a counselling-cum-guidance forum on academic, financial, social and other matters, enhancing their competence and confidence to meet academic, career and other challenges;
 - (k) Facilitate sports and cultural events; competitions etc. for PwD;
 - (l) Extend any other service, support, help, assistance etc. as deemed necessary.
- (7) The Cell should endeavour to meet at least once every three months, deliberate on the welfare measures for PwD, interact with them and submit the Minutes of its Meetings, Reports (if any) containing its recommendations/suggestions etc. to the Director.

- (8) In the event that there is no availability or easy accessibility of any PwD from the Institute's family (Teaching/Non-Teaching Staff/Students/Alumni), the Chairperson of the Cell may invite any PwD, preferably from a higher educational institution of national importance such as IIMs, IITs, NITs etc. The travel, stay and local conveyance of any external members/invitees (i.e., from outside the Institute) may be borne by the Institute, as per their eligibility.
- (9) The Cell may endeavour to engage with any reputed organization in and around Visakhapatnam, associated, *inter alia*, with advancing the welfare, well-being and/or opportunities for the PwD and contribute to the latter's work in whatever manner possible, as a part of Institute's commitment as a socially sensitive and responsible organization. The Cell may involve the Institute's community in such outreach activities.
- (10) In the absence of the Chairperson or any Teaching/Non-Teaching Staff Member of the Cell, the Director shall nominate a substitute.
- (11) The Cell comes into effect immediately and will remain in force, until further orders.



Prof. M. Chandrasekhar
Director

The Chairperson & Members of the Cell

Cc:

- 1) The Dean (Administration)
- 2) The Coordinator (A&R)
- 3) The President (SAC)