



विद्या परं दैवतम्

# IIM

भारतीय प्रबंध संस्थान विशाखपट्टणम  
Indian Institute of Management Visakhapatnam

OFFICE MEMORANDUM

Ref. No. Dir/2021/010

06/4/2021

Constitution of Cell for the Empowerment of the Differently-abled Persons

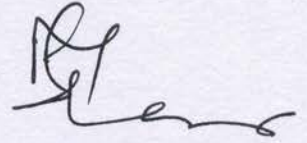
- (1) As a part of the Institute's commitment to ensuring that: (i) there are adequate facilities and opportunities for the Differently-abled Persons (DAP); (ii) there is diversity and inclusiveness; and (iii) there is no discrimination of any kind in the Institute, a Cell for the Empowerment of the DAP (CEDAP) was constituted, vide OM Ref. No. Dir/2019/012 dated 09/7/2019.
- (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 CEDAP.
- (4) The composition of the CEDAP is revised as under:

Sl. No.	Membership	Role in the Cell
1	Grievance Redressal Officer - <i>ex-officio</i>	Chairperson
2	Prof. M V Anuradha	Member & Alternate Chair
3	Prof. Vinay Yadav	Member
4	Prof. Ankit Kumar	Member
5	Head (Projects) - <i>ex-officio</i>	Member
6	Senior Administrative Officer - <i>ex-officio</i>	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 DAP. If there is none, any DAP from Teaching/Non-Teaching Staff/AAs, or students of any other 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 DAP:
  - (a) Advise on admission, administration and recruitment policies ensuring equal opportunities for DAP;
  - (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 DAP;
  - (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 DAP and their legal entitlements;
  - (h) Sensitize the Institute community and other stakeholders on the issues and challenges faced by DAP 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 DAP;
  - (l) Extend any other service, support, help, assistance etc. as deemed necessary.
- (7) The Cell should endeavour to meet at least once every four months, deliberate on (further) welfare measures for DAP, 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 DAP from the Institute's family (Teaching/Non-Teaching Staff/AAs/Students/Alumni), the Chairperson of the Cell may invite any DAP, 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 DAP 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) The Cell comes into effect immediately and will remain in force, until further orders.



Prof. M. Chandrasekhar  
Director

06/4/21

The Chairperson & Members of the Cell

Cc:

- 1) The Coordinators
- 2) The President (SAC)