

Differently Abled Friendly Policy

MSRUAS/REG/DAF POL-02/2021-22



**RAMAIAH
UNIVERSITY**
OF APPLIED SCIENCES

Pro Vice Chancellor
M.S. Ramaiah University of Applied Sciences
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Registrar
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This Policy entitled "Differently Abled Friendly Environment"

is applicable to all Faculties of MSRUAS

from the Academic Year 2021-22

(As per the SRAs of the respective Faculty)



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Table of Contents

A.	General provisions for Persons with Disability	1
A.1	Preliminary	1
A.1.1	General:	1
A.1.2	Definitions.....	1
A.2	University Vision, Mission and Objectives	4
A.2.1	Vision	4
A.2.2	Mission.....	4
A.2.3	Objectives	4
A.2.4	Values of the University.....	5
A.2.5	University Logo	5
A.2.6	University Philosophy	6
A.3	Rights and Entitlements of Persons with Disability	7
A.3.1	Equality and non-discrimination.....	7
A.3.2	Protection and Safety	8
A.3.3	Access to Legal Redress	8
A.3.4	Education and Skill Development	9
A.3.5	Employment.....	10
A.3.6	Grievance Redressal.....	11
A.3.7	Social Security	12
A.3.8	Culture and Recreation	13
A.3.9	Sports Activities	13
A.4	Policy and Action towards Persons with Disability	14
A.5	Specified Disability.....	17
A.5.1	Physical disability —	17
A.5.1.1	Visual impairment—	18
A.5.1.2	Hearing impairment—	18
A.5.1.3	"Speech and language disability"	19
A.5.2	Intellectual disability:.....	19
A.5.3	Mental behaviour —	19
A.5.4	Disability caused due to —	19
A.5.4.1	Chronic neurological conditions	19
A.5.4.2	Blood disorder—	20
A.6	Multiple Disabilities	20

A.7 Any other category20

Policy Amendment Record Sheet

Sl.No	Sec. No.	Rev. No.	Details of Amendment	Reason for Amendment
1	4	2	Added section 4 on "Specified Disability"	The first version which is an extract from the University Statute didn't mention the definition of disability and provided details of disability.

A. General provisions for Persons with Disability

A.1 Preliminary

A.1.1 General:

This policy may be cited as the MSRUAS Policy for Differently-Abled Friendly Environment (hereinafter the "Policy for Differently-Abled Friendly Environment").

A.1.2 Definitions

In this policy the following terms shall have the meanings given below:

1. "Barrier" refers to any element, whether it's related to communication, culture, economics, environment, institutions, politics, society, attitudes, or structural factors, that obstructs the complete and effective participation of individuals with disabilities in society;
2. A "Caregiver" is defined as any individual, whether compensated or not, including parents and other family members, who provides care, support, or assistance to a person with a disability;
3. "Communication" encompasses various means and formats for conveying information, including languages, text displays, Braille, tactile communication, signs, large print, accessible multimedia, written, audio, video, visual presentations, sign language, plain language, human readers, augmentative and alternative methods, and accessible information and communication technology;
4. "Discrimination" concerning disabilities means any differentiation, exclusion, or limitation based on disability that aims to or results in impairing or nullifying the recognition, enjoyment, or exercise of all human rights and fundamental freedoms on an equal footing with others in political, economic, social, cultural, civil, or any other spheres. This definition encompasses all forms of discrimination and the denial of reasonable accommodations;
5. "University" means M. S. Ramaiah University of Applied Sciences;
6. "Act" means the **M.S. Ramaiah University of Applied Sciences Act, 2012**;
7. "Academic year" means the period of 12 consecutive months normally commencing in the month of August each year or any other period determined by the Board of Governors;

8. "Academic staff" means any person or persons imparting instructions or supervising research activities in the University and includes the faculty members comprising Professors, Associate Professors, Assistant Professors and such Officers, Other officers and other posts of the University as may be treated at par with Academic staff by the Board of Management from time to time;
9. "Academic unit" means a Faculty, Department, Directorate, an Academic Centre, Agency or a Cell of the University designated as such by the Board of Management;
10. "Administrative unit" refers to a department or other group of units, as designated by the Board of Management;
11. "High Support" means an intensive support, physical, psychological and otherwise, which may be required by a person with benchmark disability for daily activities, to take independent and informed decision to access facilities and participating in all areas of life including education, employment, family and community life and treatment and therapy;
12. "Inclusive Education" is an educational approach in which students with and without disabilities learn together, and the teaching and learning methods are appropriately adjusted to address the diverse learning requirements of various students with disabilities;
13. "Information and Communication Technology" encompasses all services and advancements related to information and communication, which includes telecommunications services, web-based services, electronic and printed services, as well as digital and virtual services.;
14. "Local Authority" means a Municipality or a Panchayat, as defined in clause (e) and clause (f) of article 243P of the Constitution; a Cantonment Board constituted under the Cantonments Act, 2006; and any other authority established under an Act of Parliament or a State Legislature to administer the civic affairs;
15. "Person with Benchmark Disability" means a person with not less than forty percent of a specified disability where specified disability has not been defined in
16. measurable terms and includes a person with disability where specified disability has been defined in measurable terms, as certified by the certifying authority;
17. "Person with Disability" means a person with long term physical, mental, intellectual or sensory

Differently Abled Friendly Environment

impairment which, in interaction with barriers, hinders his full and effective participation in society equally with others;

18. "Person with Disability having High Support Needs" means a person with benchmark disability requiring additional support;
19. "Private Establishment" means a company, firm, cooperative or other society, associations, trust, agency, institution, organisation, union, factory or such other establishment as the appropriate Government may, by notification, specify;
20. "Public Building" means a government or private building, used or accessed by the public at large, including a building used for educational or vocational purposes, workplace, commercial activities, public utilities, religious, cultural, leisure or recreational activities, medical or health services, law enforcement agencies, reformatories or judicial fora, railway stations or platforms, roadways bus stands or terminus, airports or waterways;
21. "Public Facilities and Services" includes all forms of delivery of services to the public at large, including housing, educational and vocational trainings, employment and career advancement, shopping or marketing, religious, cultural, leisure or recreational, medical, health and rehabilitation, banking, finance and insurance, communication, postal and information, access to justice, public utilities, transportation;
22. "Rehabilitation" refers to a process aimed at enabling persons with disabilities to attain and maintain optimal, physical, sensory, intellectual, psychological environmental or social function levels;
23. "Transportation Systems" encompass various modes of transport, such as road transport, rail transport, air transport, water transport, and para-transit systems designed for providing last-mile connectivity, along with road and street infrastructure, among others..;
24. The references to this document can be obtained under **"Rights of Persons with Disability Act 2016"**.
25. The singular form of words shall also encompass the plural form, and the plural form shall encompass the singular form.

26. Words signifying the masculine gender shall be understood to include the feminine gender, and vice versa.

A.2 University Vision, Mission and Objectives

A.2.1 Vision

"MSRUAS aspires to be the premier university of choice in Asia for student centric professional education and services with a strong focus on applied research whilst maintaining the highest academic and ethical standards in a creative and innovative environment"

A.2.2 Mission

The purpose of MSRUAS is the creation and dissemination of knowledge. The University is committed to creativity, innovation and excellence in its teaching and research. The University values integrity, quality and teamwork in all its endeavors. MSRUAS Inspires critical thinking, personal development and a passion for lifelong learning. The University serves the technical, scientific and economic needs of the Society.

A.2.3 Objectives

1. To disseminate knowledge and skills through instructions, teaching, training, seminars, workshops and symposia in Engineering and Technology, Art and Design, Management and Commerce, Health and Allied Sciences, Physical and Life Sciences, Arts, Humanities and Social Sciences to equip students and scholars to meet the needs of industries, business and society.
2. To generate knowledge through research in Engineering and Technology, Art and
3. Design, Management and Commerce, Health and Allied Sciences, Physical and Life Sciences, Arts, Humanities and Social Sciences to meet the challenges that arise in industry, business and society.
4. To promote health, human well-being and provide holistic healthcare.
5. To provide technical and scientific solutions to real life problems posed by industry, business and society in Engineering and Technology, Art and Design, Management and Commerce, Health and Allied Sciences, Physical and Life Sciences, Arts, Humanities and Social Sciences.
6. To instill the spirit of entrepreneurship in youth to help create more career opportunities in the

Differently Abled Friendly Environment

society by incubating and nurturing technology product ideas and supporting technology backed business.

7. To identify and nurture leadership skills in students and help in the development of future leaders to enrich the society
8. To develop partnership with universities, industries, businesses, research establishments, NGOs, international organisations, governmental organisations in India and abroad to enrich the experiences of faculties and students through research and developmental programmes.

A.2.4 Values of the University

All members of the University should adhere to the values of the University in all dealings at or related to the University consistent with and as required, by virtue of their positions in the University, and in keeping with the principles of justice, equity, fairness and the pursuit of excellence. These values include:

1. maintaining the highest levels of integrity and ethics in teaching, administration and research activities of the University;
2. affording equal opportunity to all persons irrespective of caste, creed, gender or ethnicity;
3. supporting the technical, scientific, economic, cultural and social welfare of the citizens of the country;
4. sustaining a diverse student and academic community committed to merit and equity as the fundamental principles and extending support to students and staff to realize their full potential; and
5. maintaining a safe and harmonious learning and working environment within the University.

A.2.5 University Logo



A.2.6 University Philosophy

Education with Devotion (Bhakti) is a process of Perfection for larger good

A.3 Rights and Entitlements of Persons with Disability

A.3.1 Equality and non-discrimination

1. The University shall not engage in discrimination against any individual based on disability unless it can be demonstrated that the alleged act or omission is a reasonable method of attaining a lawful objective
2. The University shall not deprive any person of his or her personal liberty only on the ground of disability
3. The University's Management will implement essential measures to guarantee that all staff and students with disabilities:
 - a. Are not compelled to reside in a specific accommodation
 - b. Receive reasonable accommodations and other community support services, including personal assistance, to facilitate living, taking into consideration age and gender
 - c. Enjoy their rights equally with others and live in the community as others
 - d. Shall have right on an equal basis to freely express their views on all matters affecting them and provide them appropriate support keeping in view their age and disability.
 - e. Are protected persons from being subjected to torture, cruel, inhuman or degrading treatment.
 - f. Shall not be a subject of any kind research in the University without —
 - i. their voluntary and well-informed consent obtained through accessible modes, means, and formats of communication; and
 - ii. prior approval from an "**Ethics Committee**" for Research on Disability established in the prescribed manner for this purpose by the relevant authority
 - iii. Statutes of the University

Differently Abled Friendly Environment

- g. Individuals with disabilities shall be safeguarded from all types of abuse, violence, and exploitation, and to prevent such occurrences, the University shall—
 - i. acknowledge instances of abuse, violence, and exploitation and make available legal remedies against these actions;
 - ii. implement measures to prevent such incidents and establish a reporting procedure;
 - iii. take actions to rescue, protect, and rehabilitate victims of such incidents; and
 - iv. promote awareness and provide information to all University members and the public.

A.3.2 Protection and Safety

1. The University shall ensure that the staff and students with disabilities shall have equal protection and safety in situations of risk, armed conflict, humanitarian emergencies and natural disasters.
2. The designated Authority of the University shall take appropriate measures to ensure inclusion of persons with disabilities in all safety activities of the University.
3. The designated Authority of the University shall maintain record of details of staff and students with disabilities in the University and take suitable measures to inform such persons of any situations of risk so as to enhance prevention preparedness.

A.3.3 Access to Legal Redress

1. The University will guarantee that individuals with disabilities have the right to access any court, tribunal, authority, commission, or other similar entities with judicial, quasi-judicial, or investigative powers without facing discrimination based on their disability.
2. The University will implement appropriate support measures for individuals with disabilities, particularly those living independently and those with higher support needs, to enable them to exercise their legal rights effectively.
3. The University will ensure that individuals with disabilities possess legal capacity on an equal footing with others in every facet of life and are entitled to the same recognition under the law

as any other individual.

4. Any person providing support to the person with disability including the University shall not exercise any undue influence and shall respect his or her autonomy, dignity and privacy.
5. The University will appoint authorities responsible for mobilizing the University community and fostering social awareness to provide support for individuals with disabilities in the exercise of their legal capacity.

A.3.4 Education and Skill Development

The University commits to delivering inclusive education to individuals with disabilities, and to achieve this, it will:

1. Admit them without discrimination, ensuring equal access to education, sports, and recreational activities alongside other students;
2. Ensure that buildings, the campus, and various facilities are accessible to all;
3. Offer reasonable accommodations tailored to individual needs to the extent possible;
4. Provide the necessary support, whether personalized or otherwise, in environments that maximize academic and social development, aligning with the objective of full inclusion;
5. Impart education to individuals who are blind, deaf, or both in the most appropriate languages and modes of communication;
6. Identify specific learning disabilities in students at the earliest stage and implement suitable pedagogical and other measures to address them;
7. Monitor the participation, progress, and completion of education for each student with a disability, taking into account their attainment levels;
8. Offer transportation facilities in line with the university's transportation policy for children with disabilities and their attendants, particularly those with high support needs.
9. Furnish students with benchmark disabilities with textbooks, educational materials, and suitable

assistive devices at no cost;

10. Offer scholarships, where appropriate, to students with benchmark disabilities;
11. Make necessary adaptations to the curriculum and examination system to accommodate the needs of students with disabilities. This may include providing additional time for completing examination papers, offering assistance with a scribe or amanuensis, and exempting students from second and third language courses as applicable:
12. Encourage research efforts among students with disabilities to enhance the learning experience;
13. The inclusion of person with disability in all mainstream formal and non-formal vocational and skill training schemes and programmes;
14. That a person with disability has adequate support and facilities to avail specific training;

Imparting exclusive skill training programmes for persons with disabilities with active links with the market, for those with developmental, intellectual, multiple disabilities and autism;
15. Implement any other measure, as the University may deem necessary for promoting education and skill development among the persons with disability

A.3.5 Employment

The University ensures to provide an equal opportunity employment irrespective of caste creed, religion, gender or disability and towards that end shall:

1. Not engage in discrimination against any individual with a disability in any aspect related to employment;
2. Provided that the University may, having regard to the type of work, by notification and subject to such conditions, if any, deemed unfit any person with disability to the provisions of this section.
3. Provide reasonable accommodation and appropriate barrier free and conducive environment to employees with disability as per the University policy.
4. Not deny any promotion to any of its employee merely on the ground of disability

Differently Abled Friendly Environment

5. Not dispense with or reduce in rank, a university employee who acquires a disability during his or her service at the University
6. If an employee, after acquiring a disability, is found unsuitable for the position they previously held, they shall be transferred to another post with an equivalent pay scale and service benefits;
7. In cases where it is not feasible to reassign the employee to any available post, they may be placed in a supernumerary post until a suitable position becomes available or until they reach the age of superannuation, whichever comes earlier;
8. Frame suitable policies for posting and transfer of employees with disabilities.
9. Notify equal opportunity policy detailing measures proposed to be taken by the University in pursuance of the provisions of this Policy in the manner as may be prescribed in the Act or Statutes of the University.
10. Maintain records pertaining to individuals with disabilities concerning employment matters, provided facilities, and other essential information, as prescribed in the Act or University Statutes. These records shall be accessible for inspection during reasonable hours by individuals authorized by relevant statutory bodies or government entities.

A.3.6 Grievance Redressal

1. The University shall establish a Grievance Redressal Committee as per the provisions of the Act or Statutes for the purpose of grievance redressal of staff and students with disabilities.
2. Any person aggrieved with the non-compliance of the provisions under this Policy, may file a complaint with the Grievance Redressal Committee, who shall investigate the complaint and shall take up corrective actions as per the procedures set out in Act or Statutes or Employment Regulations of the University.
3. The Grievance Redressal Committee shall keep a register of complaints in the manner stipulated by the Act or University Statutes, and each complaint shall be investigated within a period of two weeks from its registration.
4. If the aggrieved individual is dissatisfied with the actions taken in response to their complaint,

they have the option to escalate the matter to the District-Level Committee on disability.

A.3.7 Social Security

1. The University shall within the limit of its economic capacity and development formulate and conduct necessary programmes to safeguard and promote the right of persons with disabilities for adequate standard of living to enable them to live and work/ study independently in the University.
2. The designed programs shall take into account the diverse range of disabilities, gender, age, and socio-economic backgrounds.
3. The University's developed programs shall encompass the following provisions:
 - i. Ensuring suitable living conditions with regard to safety, sanitation, healthcare, and counseling;
 - ii. Providing facilities for individuals, including students with disabilities, who are either without family support or lacking shelter and livelihood opportunities;
 - iii. Offering assistance during natural or man-made disasters and in conflict zones;
 - iv. Providing support to women with disabilities to help them with livelihood opportunities and in raising their children
 - v. Access to safe drinking water and appropriate and accessible sanitation facilities;
 - vi. Provision of aids and appliances, medicines, and diagnostic services
 - vii. Implementation of a comprehensive insurance scheme for individuals with disabilities who are not covered
 - viii. Inclusion within the Employees State Insurance Schemes or any other statutory or government-sponsored insurance schemes;
 - ix. Addressing any other relevant matters deemed appropriate by the University;

A.3.8 Culture and Recreation

The University shall implement measures to promote and safeguard the rights of all individuals with disabilities within the University, enabling them to engage in cultural activities and participate in recreational programs organized by the institution equally with others which include Cultural Fests, Annual Day, Alumni Day, Industrial and Social Tours and other cultural and recreational activities of the University.

A.3.9 Sports Activities

1. The University shall implement measures to facilitate the active participation of individuals with disabilities in sporting activities.
2. The University shall duly acknowledge the rights of individuals with disabilities to engage in sports and shall make appropriate arrangements to include them in their initiatives and programs aimed at fostering and nurturing sporting talents.
3. In addition to the provisions mentioned in subsections (1) and (2) above, the University shall implement measures to:
 - i. restructure courses and programmes to ensure access, inclusion and
 - ii. participation of persons with disabilities in all sporting activities;
 - iii. redesign and support infrastructure facilities of all sporting activities for persons with disabilities;
 - iv. develop technology to enhance potential, talent, capacity and ability in sporting activities of all persons with disabilities;
 - v. provide multi-sensory essentials and features in all sporting activities to ensure effective participation of all persons with disabilities;
 - vi. allocate funds for development of state of art sport facilities for training of persons with disabilities;

- vii. promote and organise disability specific sporting events for persons with disabilities and also facilitate awards to the winners and other participants of such sporting events.

A.4 Policy and Action towards Persons with Disability

1. The University shall organize, endorse, back, or facilitate awareness campaigns and sensitivity programs aimed at safeguarding the rights of individuals (both staff and students) with disabilities as outlined in this Policy.
2. The programmes conducted by the University shall also:
 - i. promote values of inclusion, tolerance, empathy and respect for diversity;
 - ii. advance recognition of the skills, merits and abilities of persons with disabilities and of their contributions to the University;
 - iii. cultivate appreciation for the choices made by individuals with disabilities concerning all aspects of their work and study environment within the University.;
 - iv. provide orientation and sensitisation at the University and professional training level on the human condition of disability and the rights of persons with disabilities;
 - v. deliver orientation and sensitivity training on disabling conditions and the rights of individuals with disabilities to employers, administrators, and colleagues;
 - vi. Guarantee the incorporation of the rights of individuals with disabilities within the curriculum of the universities;
 - vii. formulate rules for persons with disabilities laying down the standards of accessibility for the physical environment, transportation, information and communications, including appropriate technologies and systems, and other facilities and services provided to the other staff members and students;

Differently Abled Friendly Environment

- viii. conform to the accessibility standards relating to parking spaces, toilets, ticketing counters and ticketing machines;
 - ix. develop suitable incentive schemes and programmes to promote the personal mobility of persons with disabilities.
3. The University shall take measures to ensure that:
- i. all contents available in audio, print and electronic media are in accessible format;
 - ii. persons with disabilities have access to electronic media by providing audio description, sign language interpretation and close captioning;
 - iii. electronic goods and equipment which are meant for everyday use are available in universal design.
4. All employees and students of the University shall follow standards of courtesy, conduct, cooperation, ethics and etiquettes towards persons with disability. Offences such as the following (but not limited to) when committed shall constitute misconduct against people with disability and will attract disciplinary actions:
- i. deliberately engages in actions meant to insult or intimidate a person with a disability in any location within the university or in public view;
 - ii. commits assault or employs force against any person with a disability with the intention of causing dishonor or outraging the modesty of a woman with a disability;
 - iii. voluntarily or knowingly refuses assistance and support to a person with a disability when having actual charge or control over them;
 - iv. holds a dominant position over a woman with a disability and exploits her sexually using that position;
 - v. willfully injures, damages, or interferes with the use of any limb, sense, or supporting device of a person with a disability;
 - vi. conducts, directs, or performs any medical procedure on persons with disabilities that may

lead to an increase in their disability or the likelihood of further disability.

A.5 Specified Disability

1. This policy has been framed in accordance with the **"Rights of Persons with Disability Act 2016"** as notified by Government of India by a Government Gazette, dated 28th December 2016, issued by Legislative Department of Ministry of Labour.
2. The following shall constitute "Specified Disability" as included in the "Rights of Persons with Disability Act":

A.5.1 Physical disability —

- a. Mobility impairment (pertaining to an individual's inability to perform specific tasks related to personal movement and object manipulation as a result of musculoskeletal or neurological system disorders or a combination thereof), which includes:
 - i. "Leprosy cured individual" refers to a person who has recovered from leprosy but experiences—
 - Loss of sensation in hands or feet and impairment of sensation and muscle weakness in the eye and eyelid without obvious physical deformity;
 - Physical deformity and muscle weakness, yet retains sufficient mobility in their hands and feet to engage in regular economic activities;
 - Severe physical deformity, combined with advanced age, preventing them from pursuing any gainful occupation. The term "Leprosy cured" should be interpreted accordingly;
 - ii. "Cerebral palsy" designates a collection of non-progressive neurological conditions that affect body movements and muscle coordination, typically caused by brain damage occurring before, during, or shortly after birth;
 - iii. "Dwarfism" refers to a medical or genetic condition that results in an adult height of 4 feet 10 inches (147 centimeters) or less;
 - iv. "Muscular dystrophy" represents a group of hereditary genetic muscle diseases that result in

Differently Abled Friendly Environment

the weakening of the muscles responsible for human body movement. Individuals with muscular dystrophy have genetic mutations that lead to incorrect or missing information in their genes, preventing the production of necessary muscle proteins. This condition is characterized by progressive skeletal muscle weakness, defects in muscle proteins, and the loss of muscle cells and tissue;

- v. "Acid attack victims" denotes individuals who have been disfigured due to violent assaults involving the throwing of acid or similar corrosive substances.

A.5.1.1 Visual impairment—

- i. "blindness" means a condition where a person has any of the following conditions, after best correction—
- total absence of sight; or
 - visual acuity less than 3/60 or less than 10/200 (Snellen) in the better eye with best possible correction; or
 - limitation of the field of vision subtending an angle of less than 10 degree.
- ii. "Low-vision" means a condition where a person has any of the following conditions, namely:
- visual acuity not exceeding 6/18 or less than 20/60 up to 3/60 or up to 10/200 (Snellen) in the better eye with best possible corrections; or
 - limitation of the field of vision subtending an angle of less than 40 degrees up to 10 degrees.

A.5.1.2 Hearing impairment—

- i. "deaf" means persons having 70 DB hearing loss in speech frequencies in both ears;
- ii. "Hard of hearing" means person having 60 DB to 70 DB hearing loss in speech frequencies in both ears;

A.5.1.3 "Speech and language disability"

Refers to a lasting disability resulting from conditions like laryngectomy or aphasia that impact one or more aspects of speech and language due to organic or neurological origins.

A.5.2 Intellectual disability:

"Intellectual disability" means a condition characterised by significant limitation both in intellectual functioning (reasoning, learning, problem solving) and in adaptive behaviour which covers a range of every day, social and practical skills, including—

- a. "Specific learning disabilities" refers to a diverse range of conditions characterized by difficulties in processing language, whether spoken or written. These difficulties may manifest as challenges in comprehending, speaking, reading, writing, spelling, or performing mathematical calculations. Specific learning disabilities include conditions such as perceptual disabilities, dyslexia, dysgraphia, dyscalculia, dyspraxia, and developmental aphasia;
- b. "Autism spectrum disorder" refers to a neuro-developmental condition that typically becomes evident in the first three years of life. It substantially impacts a person's capacity to communicate, comprehend relationships, and engage with others. It is often accompanied by distinctive or repetitive rituals and behaviors.

A.5.3 Mental behaviour —

"Mental illness" refers to a significant disorder affecting an individual's thinking, mood, perception, orientation, or memory, which severely impairs their judgment, behavior, ability to distinguish reality, or capacity to meet the typical demands of life. It does not encompass mental retardation, which is characterized by arrested or incomplete cognitive development and subnormal intelligence.

A.5.4 Disability caused due to —**A.5.4.1 Chronic neurological conditions**

such as—

- i. "Multiple sclerosis" means an inflammatory, nervous system disease in which the myelin sheaths around the axons of nerve cells of the brain and spinal cord are damaged, leading to demyelination and affecting the ability of nerve cells in the brain and spinal cord to

communicate with each other;

- ii. "Parkinson's disease" refers to a progressive nervous system disorder characterized by symptoms such as tremors, muscle stiffness, and slow, imprecise movements. This condition primarily affects middle-aged and elderly individuals and is associated with the degeneration of the basal ganglia in the brain and a deficiency of the neurotransmitter dopamine.

A.5.4.2 Blood disorder—

- i. "Haemophilia" refers to an inherited condition, typically affecting males but transmitted by females to their male offspring. It is characterized by a deficiency or impairment in the normal clotting ability of blood, which can lead to life-threatening bleeding even from minor injuries;
- ii. "Thalassemia" refers to a group of inherited disorders marked by a reduction or absence of haemoglobin. "Sickle cell disease" is a hemolytic disorder characterized by chronic anemia, painful events, and various complications due to associated tissue and organ damage. "Hemolytic" refers to the destruction of the cell membrane of red blood cells, leading to the release of haemoglobin.

A.6 Multiple Disabilities

(multiple disabilities) which may include conditions such as deaf-blindness, where a person experiences a combination of hearing and visual impairments, leading to significant communication, developmental, and educational challenges.

A.7 Any other category

as may be notified by the Government or any other statutory body from time to time.