



भारतीय प्रबंध संस्थान बेंगलूर  
INDIAN INSTITUTE OF MANAGEMENT  
BANGALORE

## Policy Statement Regarding Students with Disabilities

The Indian Institute of Management Bangalore (IIMB) endeavours to remove all barriers that prevent students with disabilities from realizing their potential. The objective of this policy is to provide “equal opportunity” for all students.

IIMB commits to a time-bound programme to remove all barriers to access faced by students with disabilities. Access includes, but is not limited to:

- Physical access to all parts of the campus used by students;
- Access to teaching and reference material using appropriate technology wherever necessary;
- Access to e-resources through the adoption of WCAG and other relevant standards.

IIMB will assess the needs of each enrolled student with disability individually and determine what needs to be done to provide the best possible educational experience for that student. An Office of Disability Services will arrange such an assessment and be the nodal point to ensure that the needs of the student are communicated to every relevant office/department/person of IIMB and fulfilled appropriately.

IIMB will take proactive steps to identify career opportunities for students with disabilities, and seek to influence recruiting organisations to adopt equal opportunity employment policies and practices.

IIMB will strive to prevent discrimination against students with disabilities. IIMB will sensitise all relevant stakeholders to the needs and challenges of students with disabilities through periodic workshops and campaigns. Any discrimination against students with disabilities or rude/insensitive behaviour will be taken seriously, and could be cause for disciplinary action against the concerned faculty member, staff member, or student.

While IIMB will follow the Persons with Disabilities Act and other legal provisions, the intent of this policy is to go beyond the legal requirements to provide a truly supportive environment to students with disabilities. As a first step towards this objective, IIMB has set up a “Committee on Disability” at the institute level that will provide leadership and focus. In the future, IIMB will form partnerships with industry bodies and reputed non-governmental organisations (NGOs) working in the field.

***Adopted by IIM Bangalore Faculty on July 15, 2009***