

Good Host Spaces (Shoolini) Private Limited



Specially-Abled Individual Policy

INDEX

Particulars	Page No
Purpose	3
Objective	3
Scope	3 & 4
Provisions	4
Accommodation	4
Infrastructure	4
Lines of Responsibilities	5
Monitoring	5
Redressal Committee	5

Purpose:

The purpose of this policy is to ensure special ability does not provide a barrier to existing and prospective students, employees and stake holders in Good Host Spaces (Shoolini) Private Limited.

Objective:

- To facilitate the process of making property barrier-free. Provision of ramps and easy access to all blocks and buildings including existing and future facilities.
- To orient and guide individuals associated in various capacities to deal / interact with Individuals with special needs in a right based approach as against the charity approach.
- To create, maintain and update the records of individuals [students] with special abilities, employees, vendors or sub vendors employees to create friendly & caring atmosphere.
- To ensure the support to individuals with special needs remains relevant at all levels
- To have a supportive environment in responding to the needs of specially-abled persons.

Scope:

- The policy covers all individual residents [students] and direct or in direct employees of Good Host Spaces (Shoolini) Pvt. Ltd. across its properties.
- A person shall be disabled requiring special needs as defined under Persons with National Trust Act (1999) and the Rights of Persons with Disabilities Act, 2016. These legislations list following special abilities, which are entitled for certification and hence various legal accommodations.

Disability types benchmarked for certification:

1. Blindness
2. Low-vision
3. Hearing Impairment (deaf and hard of hearing)
4. Locomotor Disability
5. Dwarfism
6. Intellectual Disability
7. Mental Illness
8. Autism Spectrum Disorder
9. Cerebral Palsy
10. Muscular Dystrophy
11. Chronic Neurological conditions
12. Specific Learning Disabilities
13. Speech and Language disability
14. Haemophilia
15. Multiple Disabilities including deaf & blindness
16. Acid Attack victim
17. Parkinson's disease
18. Multiple sclerosis
19. Thalassemia

Provisions:

- Wheel chairs to be provided on requirement basis to a specially-abled person residing in the Good Host Spaces (Shoolini) Pvt. Ltd.
- Social engagement events may be planned at regular intervals.
- Special health care and medical facilities may be provided on periodic or demand basis.
- Provision of counselling (in case required)

Accommodation:

- The accommodation must be provided on the ground floor in the rooms designed taking into consideration their special requirement.
- 24x7 helpline number shall be made available to the students and on calling support within 5 minutes will be provided.

Infrastructure:

- Provision of ramps and railings.
- Accommodations with standard specially-abled-individual friendly amenities shall be provided
- Site team, including the Security, Facility and Fire & Safety team to be well versed with the specially-abled rooms attending them on priority in case of fire or natural calamities.

Lines of Responsibilities:

- Special cell/ committee for specially-abled to be deputed at the respective property.
- A complete list of specially-abled individuals who are an employee of Good Host Spaces (Shoolini) Pvt. Ltd., or the residents in its property, their addresses with phone numbers be maintained. Through this policy, company takes responsibility for ensuring that the day-to-day management of the property takes cognizance of the equality and equal opportunity to all irrespective of any discrimination.
- As staff, students and visitors, contractors and service providers along with any other persons associated with the functions of the company are responsible for ensuring that they adhere to the relevant sections of this policy.
- The company as an employer of potential and existing staff has a duty to support the needs of specially-abled staff and staff that become specially-abled whilst employment. All individuals are required to work in partnership alongside specially-abled staff to ensure that reasonable adjustments are made, enabling specially-abled staff to meet their full potential. This process should be facilitated through discussion and agreement with all parties.

Monitoring:

- Complaints of discrimination based on grounds of protected characteristics should be raised through relevant grievance procedures for residents, as well for the staff. Complaints regarding the harassment or bullying will be strictly viewed & reviewed with the redressal committee.
- This policy will be reviewed on yearly basis to ensure compliance with the legislation, effectiveness, taking into consideration the number of specially-abled staff/ students cohabit.

Redressal Committee:

- Site In charge
- Chief Warden

The Head Human Resource & President – Operations shall oversee the overall effectiveness of Organization Policy.