MALLA REDDY VISHWAVIDYAPEETH
(DEEMED TO BE UNIVERSITY)

Recognised Under Section 3 of The UGC Act, 1956, Vide Notification No.9-4/2024-U.3(A) by Department of Higher Education, Ministry of Education, Government of India.

Ref. No: MRV/Policies/015 **Date: 05.10.2026**

NOTIFICATION

In pursuance of the resolution passed by the Executive Council at its meeting held on 03/10/2026 **vide Resolution No. EC-08-07 as adopted on 3rd October 2026.**

It is hereby notified for the information of all concerned that **Malla Reddy Vishwavidyapeeth**, has published the **"Equal Opportunity Policy and Accessibility Policy"** for information to all concerned. The **Equal Opportunity and Accessibility Policy Document** mainly comprises the following parts:

- **Disability Inclusion & Non-Discrimination**
- **Equal Opportunity Cell & Reservations**
- **Accessibility & Study Aid**
- **Sensitization & Periodic Review**

The **Equal Opportunity and Accessibility Policy Document** will serve as detailed guidelines and will be useful to all concerned. It will come into force with immediate effect.

Registrar

Copy to

1. Hon'ble Chancellor, Malla Reddy Vishwavidyapeeth
2. Hon'ble Vice Chancellor, Malla Reddy Vishwavidyapeeth
3. Pro Vice Chancellor, Academics & Accreditation, Malla Reddy Vishwavidyapeeth
4. Pro Vice Chancellor, MRTC, Malla Reddy Vishwavidyapeeth
5. Deans/ Principals/ Directors/ of all Constituent Colleges/Schools of Eminence, Malla Reddy Vishwavidyapeeth
6. Director (Research), Malla Reddy Vishwavidyapeeth
7. Controller of Examinations, Malla Reddy Vishwavidyapeeth
8. Finance Officer, Malla Reddy Vishwavidyapeeth
9. IQAC Coordinator, Malla Reddy Vishwavidyapeeth
10. Web master for uploading on the Malla Reddy Vishwavidyapeeth Website.



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MRV EQUAL OPPORTUNITY AND ACCESSIBILITY POLICY

EQUAL OPPORTUNITY AND ACCESSIBILITY POLICY

Purpose

This Equal Opportunity and Accessibility Policy ensures that persons with disabilities (PwDs) — whether students, employees, or patients — are provided equal opportunities in education, employment, and healthcare services at Malla Reddy Vishwavidyapeeth (MRV) and its associated hospital, without discrimination, in line with the Rights of Persons with Disabilities (RPwD) Act, 2016 and applicable UGC guidance on equal opportunity in higher education.

Scope

This policy applies to:

- All students, across all Constituent Units and Schools of Eminence, at the time of admission and throughout their academic life.
- All employees (permanent, contractual, temporary, trainees, and volunteers).
- All patients and attendants availing healthcare services at the University's hospital(s).

Definitions

- **Benchmark Disability:** A person certified as having not less than 40% of a specified disability by a competent medical authority, as defined under Section 2(r) of the RPwD Act, 2016.
- **Reasonable Accommodation:** Necessary and appropriate modification, without imposing a disproportionate or undue burden, to ensure a person with disability can enjoy or exercise rights and opportunities equally with others.

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Non-Discrimination Commitment

- The University and its hospital shall not discriminate against any person on the grounds of disability in admissions, academics, employment, career growth, healthcare, or access to facilities.
- Reasonable accommodation shall be provided to enable PwDs to study, work, or receive care effectively.

Equal Opportunity Cell

The University shall constitute an Equal Opportunity Cell (EOC) to implement and monitor this policy, comprising:

- **Chairperson:** Dean of Student Affairs / Registrar or nominee.
- **Liaison Officer for PwD Affairs:** A designated faculty/officer responsible for day-to-day coordination.
- **Members:** HR Representative, Hospital/Medical Officer Representative, IQAC Representative, and student/staff representatives (including, where feasible, persons with disabilities).

The EOC shall coordinate sensitization programs, monitor compliance with statutory reservation and accessibility norms, receive grievances, and report periodically to the IQAC and Competent Authority.

Reservation in Admissions (Academic Programs)

- In line with Section 32 of the RPwD Act, 2016, the University shall reserve not less than **5% of seats** in each program for candidates with benchmark disabilities, subject to essential eligibility criteria for the program.
- Eligible candidates with benchmark disabilities shall be granted an upper age relaxation of a minimum of five years for admission, as applicable.
- No eligible candidate shall be denied admission solely on the grounds of disability.

Reservation in Employment

- The University and hospital shall comply with **Section 34 of the RPwD Act, 2016**, ensuring a **minimum 4% reservation** of vacancies in identified posts for persons with benchmark disabilities, sub-categorized as prescribed under the Act.

MALLA REDDY VISHWAVIDYAPEETH Suraram Hyderabad (Deemed to be University)

- Recruitment advertisements will explicitly mention encouragement for PwDs to apply.
- An employee who acquires a disability during the course of service shall not be reduced in rank or have their service terminated on that ground; the University shall first explore redeployment or reasonable accommodation, in line with the protections under the RPwD Act, 2016.

Accessibility Measures

- Barrier-free access to academic buildings, classrooms, laboratories, libraries, hostels, hospital OPD, IPD, diagnostic centres, ICUs, and emergency departments.
- Provision of ramps, handrails, lifts with audio signals, accessible washrooms, and reserved parking.
- Accessible communication support such as sign language interpretation, Braille/large-print documents, and audio announcements where feasible.
- Accessible digital content and Learning Management System (LMS) materials, and assistive technology (screen readers, adaptive software) in libraries and examination centres.

Academic Support & Examination Accommodations

- Extra time and scribe/reader facility in examinations, as per applicable regulatory norms.
- Study material in alternate accessible formats where required.
- Reasonable flexibility in attendance requirements where linked to disability-related treatment, subject to institutional academic norms.
- Equal access to sports, library, hostel, cultural, and co-curricular activities.

Patient Care for PwDs

- Priority in registration, consultation, and admission.
- Sensitization of staff to interact respectfully and assist PwDs.
- Free or concessional treatment for PwDs as per applicable government schemes.

Employment Support

- Modification of workplace as per individual needs (ergonomic furniture, screen readers, assistive devices, etc.).
- Flexible work arrangements where possible.

Suraram Hyderabad (Deemed to be University)

- Training and career development opportunities equally extended to PwDs.

Grievance Redressal

Any student, employee, or patient aggrieved on grounds of disability-related discrimination or denial of reasonable accommodation may submit a written grievance to the Equal Opportunity Cell/Liaison Officer, which shall be examined and responded to within a reasonable time, with escalation to the Registrar where unresolved.

Sensitization & Capacity Building

The Equal Opportunity Cell shall organize periodic sensitization and training sessions for faculty, staff, and hospital personnel on disability etiquette, inclusive teaching practices, and accessible patient care.

Review & Monitoring

The policy shall be reviewed every two years, or earlier if required by law, and the Equal Opportunity Cell shall submit an annual status report to the IQAC and Competent Authority.

MRV reserves its rights to modify, amend, or replace this Policy, including withdrawal, at any time.

— Office of the IQAC / Equal opportunity and Accessibility Policy, MRV-



Sd/-
Registrar