



RFNS
SENIOR SCIENCE COLLEGE
AKKALKUWA
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*Statutory Declaration
of Inclusive Policy*

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Inclusive Policy

Preamble

RFNS, Senior Science College, Akkalkuwa is committed to fostering an inclusive, equitable, and diverse academic environment. This policy document outlines the measures and strategies that the institution will implement to ensure inclusivity, supporting the academic and personal growth of all students, irrespective of their backgrounds and identities.

1. Purpose

The purpose of this Inclusive Policy is to:

- Promote equal opportunities for all students.
- Ensure that the learning environment is free from discrimination and harassment.
- Support students from diverse backgrounds in achieving their academic goals.

2. Scope

This policy applies to all students, faculty, staff, and stakeholders involved in the RFNS, Senior Science College, Akkalkuwa.

3. Principles of Inclusivity

The following principles guide our inclusivity efforts:

- **Equity:** Ensuring fair treatment, opportunities, and advancement for all students.
- **Diversity:** Valuing and respecting differences in ethnicity, gender, age, national origin, disability, sexual orientation, education, and religion.
- **Inclusion:** Creating a welcoming environment where all students feel valued and supported.

4. Non-Discrimination Policy

RFNS, Senior Science College, Akkalkuwa prohibits any form of discrimination based on race, color, religion, sex, national origin, age, disability, sexual orientation, gender identity, or any other characteristic protected by law. This applies to all academic, administrative, and extracurricular activities.

5. Accessibility and Accommodation

- **Physical Accessibility:** Ensuring that all facilities and resources are accessible to students with disabilities.
- **Academic Accommodations:** Providing necessary accommodations such as extended time for exams, note-taking assistance, and alternative formats for course materials.
- **Support Services:** Offering counselling and academic advising to support students' diverse needs.

6. Curriculum and Pedagogy

- **Inclusive Curriculum:** Integrating diverse perspectives and content into the curriculum to reflect the varied backgrounds of students.

- **Teaching Methods:** Employing inclusive teaching strategies that accommodate different learning styles and promote active participation from all students.
- **Professional Development:** Providing faculty and staff with training on inclusive practices and cultural competency.

7. Student Recruitment and Retention

- **Outreach Programs:** Implementing outreach programs to attract a diverse student body, including underrepresented and marginalized groups.
- **Scholarships and Financial Aid:** Offering scholarships and financial aid to students from disadvantaged backgrounds to promote equitable access to education.
- **Mentorship Programs:** Establishing mentorship programs to support students throughout their academic journey and enhance their sense of belonging.

8. Community Engagement

- **Partnerships:** Collaborating with local communities, organizations, and businesses to create opportunities for students and promote inclusivity beyond the campus.
- **Service Learning:** Encouraging students to engage in service-learning projects that address community needs and promote social responsibility.

9. Monitoring and Evaluation

- **Data Collection:** Collecting and analyzing data on student demographics, retention rates, and academic performance to assess the effectiveness of inclusivity initiatives.
- **Feedback Mechanisms:** Establishing channels for students to provide feedback on inclusivity efforts and reporting any concerns related to discrimination or harassment.
- **Continuous Improvement:** Regularly reviewing and updating the Inclusive Policy to reflect best practices and address emerging challenges.

10. Accountability

All members of the RFNS, Senior Science College, Akkalkuwa are responsible for upholding the principles of this Inclusive Policy. Violations of this policy will be addressed promptly and appropriately, following the institution's established procedures.

RFNS, Senior Science College, Akkalkuwais dedicated to creating an inclusive and supportive environment for all students. By implementing this Inclusive Policy, we aim to ensure that every student has the opportunity to succeed and thrive in our educational program.

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Prof. C. P. Sawant
(Principal)