



UNIVERSITY OF NORTH BENGAL

Centre for Information and Resource Management

## UNIVERSITY ICT ACCESSIBILITY

### STRATEGY: EQUAL OPPORTUNITY FOR ALL

To foster an inclusive academic and administrative environment where information and communication technology (ICT) enables all individuals, regardless of their ability, to achieve their full potential.

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## INTRODUCTION

Our University is committed to creating an inclusive and equitable work environment that ensures equal opportunities for all individuals, regardless of background, abilities, or circumstances. Central to this commitment is the adoption of accessible Information and Communication Technology (ICT) provision, which removes barriers and fosters full participation for employees, clients, and stakeholders.

# GENERAL STRATEGY GUIDELINES

## Strategy Objectives

The Equal Opportunity Strategy aims to:

1. Promote fairness and prevent discrimination in providing academic support, recruitment, training, promotion, and other employment-related processes.
2. Ensure that ICT systems, platforms, and tools are accessible to all individuals, including those with disabilities or impairments.
3. Support a culture of inclusivity where diverse skills and talents are valued and leveraged effectively.

## Accessible ICT Provision

Accessible ICT is essential for ensuring that equal opportunities are not limited by technology. The University is dedicated to implementing ICT solutions that meet accessibility standards and comply with legal and ethical guidelines.

Key measures include:

### 1. **Compliance with Accessibility Standards:**

ICT systems will adhere to both national and international accessibility standards, such as WCAG (Web Content Accessibility Guidelines), ensuring usability for individuals with visual, auditory, physical, or cognitive disabilities.

### 2 **Assistive Technologies:**

The University will integrate assistive devices, such as screen readers, speech recognition software, and alternative input methods, into its ICT ecosystem.

### 3 **Accessible Documentation and Communication:**

Documents, reports, websites, and digital content will be made available in accessible formats, such as braille, large print, or audio versions, upon request.

#### **4. Regular Training and Awareness:**

Students, scholars, and Employees will be trained to incorporate accessibility considerations into their projects and workflows, fostering an inclusive environment.

#### **5. Continuous Improvement:**

Regular audits and updates will be conducted to enhance the accessibility features in ICT systems and address emerging challenges proactively.

#### **Non-Discrimination Clause**

The organization strictly prohibits discrimination of any kind, including on the basis of race, gender, age, religion, disability, or any other characteristic. Every employee has the right to raise concerns or complaints regarding any breach of this policy without fear of retaliation.

#### **Monitoring and Accountability**

The Human Resources and ICT departments will collaboratively monitor and evaluate the effectiveness of the Equal Opportunity Policy and Accessible ICT Provision. Students' feedback will be actively sought to ensure continuous improvement.

#### **Conclusion**

By embedding accessible ICT into our Equal Opportunity Policy, we reinforce our commitment to inclusivity, diversity, and innovation. This policy empowers every individual to thrive and contribute meaningfully, driving success for the organization and its communities.

For any assistance or queries related to this, please contact:



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