



## **Policy on Equal Opportunity for the Persons with Disabilities**

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### **Objective:**

The Equal Opportunity Policy on the Rights of Persons with Disability attempts to address various themes with the ultimate goal of not only improving the quality of life of person with disability, but also to promote and safeguard equality, self-determination, dignity and social inclusion of persons with disability.

### **Applicability:**

Persons with disabilities include those who have long-term physical, mental, intellectual or sensory impairments and possesses certificate of disability issued by a competent authority.

### **Policy Guidelines:**

- i. Non- discrimination, Full and effective participation, Equality of opportunity to the Persons with disabilities.
- ii. Facility and amenity such as Walks and Paths Levels, grooves and Gratings, Tactile Pavers: guiding and Warning Blocks, signage's to Barriers and Hazards, Kerb Ramp, Typical detail of the walkway, Parking, Lighting for Walkways, Transport & Parking facility, Lifts, etc as per the need to be provided to the employees with disabilities to enable them to effectively discharge duties.
- iii. Provisions for assistive devices, barrier free and conducive environment, barrier-free accessibility and other provisions such as Reach Range, Vision Zone, Wheel Chair, Crutch and space for crutch users, barrier free access to washroom toilets & emergency exits to be provided for persons with disabilities.
- iv. The manner of selection of persons with disabilities for various posts, post-recruitment and pre-promotion training, preference in transfer and posting, special leave and other facilities. After recruitment process, exclusive skill programs and training needs to be identified and imparted accordingly to make them enable to discharge their duties effectively.
- v. List of posts identified suitable for persons with disabilities in the establishment is totally on the discretion of the management.
- vi. Persons with a disability shall not be discriminated against for any reason whatsoever unless it is shown that the impugned act or omission is a proportionate mean of achieving a legitimate aim.



- vii. No discrimination practices are to be engaged in the course of employment of persons with a disability, including recruitment and career advancement or not to dispense with or reduce in rank an employee who acquires a disability during his or her service. Provided that if an employee after acquiring disability is not suitable for the post he was holding, shall be shifted to some other post with the same pay scale and service benefits. Provided further that if it is not possible to adjust the employee against any post, he may be kept on a supernumerary post until a suitable post is available or he attains the age of superannuation, whichever is earlier.
  
- viii. Persons with a disability have the right to recourse to competent authority if their rights are breached and must be provided with all the necessary support to assist them in defending themselves Accessibility.
  - a. Physical Accessibility: This ranges from buildings to company transport.
  - b. Informational Accessibility: All sources from where information can be provided, namely, books, internet and other forms of electronic and non-electronic sources
  - c. Communication Accessibility: These include all media sources through which persons with disability can communicate, including emergency services. Maintenance of Record Records shall be maintained as per the provisions of laws and the rules there under, shall maintain in relation to the matter of employment, facility provided and other necessary information in compliance with the provisions of laws.

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Validity: Policy will be in force unless it is revised / revoked.

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