



**LEGISLATIVE ASSEMBLY SECRETARIAT
NATIONAL CAPITAL TERRITORY OF DELHI
OLD SECRETARIAT, DELHI 110 054**

EQUAL OPPORTUNITY POLICY FOR PERSONS WITH DISABILITIES

The Government of India has enacted Rights of Persons with Disabilities (RPwD) Act, 2016 from 19 April 2017 and has also notified the Rights of Persons with Disabilities Rules, 2017 dated 15.06.2017. The Section 21(1) of RPwD Act with 2016 states that every establishment shall notify Equal Opportunity Policy detailing measures proposed to be taken by it in pursuance of the provisions of this Chapter in the manner as may be prescribed by the Central Government. The Section 21 (2) of said Act provides that every establishment shall register a copy of the said policy with the Chief Commissioner or the State Commissioner, as the case may be.

The Rule 8 of RPwD Rules 2017 also states about the manner of publication of equal opportunity policy: - (1) every establishment shall publish Equal Opportunity Policy for Persons with Disabilities. Rule 8 (2) provides that the establishment shall display the Equal Opportunity Policy preferably on their website, failing which, at conspicuous places in their premises. Rule 8 (3) states that the Equal Opportunity Policy of a private establishment having twenty or more employees and the Government establishments shall inter alia, contain the following, namely:-

- a. Facilities and amenities to be provided to the persons with disabilities to enable them to effectively discharge their duties in the establishment;
- b. List of posts identified suitable for persons with disabilities in the establishment;
- c. The manner of selection of persons with disabilities for various posts, post-recruitment and pre-promotion training, preference in transfer and posting, special leave, preference in allotment of residential accommodation if any, and other facilities;
- d. Provisions for assistive devices, barrier-free accessibility and other provisions for persons with disabilities;

- € Appointment of liaison officer by the establishment to look after the recruitment of person with disabilities and Provisions of facilities and amenities for such employees.

Rule 8 (4) of RPwD Rules 2017 also provides that the equal Opportunity policy of the private establishment having less than twenty employees shall contain facilities and amenities to be provided to the persons with disabilities to enable them to effectively discharge their duties in the establishment.

In pursuance of the above said Section 21 of Rights of Persons with Disabilities Act 2016 and Rule 8 of Rights of Persons with Disabilities Rules 2017, instructions have been issued in this regard to publish Equal Opportunities Policy for Persons with Disabilities and display the same preferably on the website, otherwise at conspicuous places on the premises.

In lieu with the above mentioned provision this Secretariat believes that for better functioning of democracy, each person is important and they must get their rights. Further, this Secretariat believe in equality to persons with disabilities, and also makes every possible provision for facilitating their access and participation in Legislative Proceedings.

Delhi Legislative Assembly Secretariat is committed to comply the directions issued by the Commission with regards to persons with disabilities and to ensure compliances of the instructions/directions of the commission in the matter of providing facilities to persons with disabilities. This Secretariat is also committed to provide proper facilities and amenities to the PwD employees for effective discharge of their duties as per the guidelines of Commission. Further, it is also committed to implement the following policy decision to facilitate the Legislators, Employees and all other visitors of persons with Disabilities:-

- I. It is to ensure that a PwD person enjoys the right to equality, life with dignity and respect for his or her integrity equally with other persons.
- II. It is to ensure that no discrimination with the officer/officials under PwD category is made in this Secretariat.
- III. It is to ensure that no officer/official shall be deprived of his or her personal liberty only on the ground of disability in this Secretariat.
- IV. It is to ensure that PwD are not being treated inhuman and to prevent any ill-treat, a Nodal Officer is to be appointed to hear the pleading/request/grievances of PwD working in this Secretariat.
- V. It is to ensure to have a better working condition for PwDs, are to be provided for their ingress or egress from this Secretariat.

- I. A standardized and uniform design of ramps will be implemented. Temporary/ mobile ramps shall be made available where ever permanent ramp facilities cannot be provided.
- VII. It is to ensure that the proper signage and instructions should be made available as per requirement of PwD employees.
- VIII. It is ensure that additional supporting staff (wherever applicable) being provided to PwDs in delivering their assign work.
- IX. It is to ensure that the posting of PwD officer/officials are being done in considering their request for transfer/posting on priorities.
- IX. It is to ensure that Special Leave to PwDs is being granted as per the lay down procedures.
- X. It is to ensure that the vacant post reserved for PwD shall be filled as per existing policy/rules.
- XI. Post recruitment and pre-promotion training are to be provided to person with disability to enable them to effectively discharge their duties.
- XII. It is to ensure that this Secretariat will appoint Nodal officer, who will look after the recruitment of person with disabilities and provisions of facilities and amenities for person with disabilities.
- XIII. It is to ensure that extra care and support be provided to person with disability to perform her duty effectively and gracefully in this Secretariat.
- XIV. This Secretariat website shall be developed and designed keeping person with disabilities in mind. Screen reader facility shall be provided for them.

Total sanctioned strength in Delhi Legislative Assembly Secretariat is 158 out of which 96 posts are ex-cadre posts. The Cadre Controlling Authority for 62 posts is Services Department, Account Department & IT Department. Posting of officers/officials & identification of post for PwDs is being undertaken by Cadre Controlling Authorities. As far as Ex-cadre posts are concerned, the department has 96 sanctioned posts for which, this department shall follow all the guidelines of DoPT, GOI for the following:

- i. Posts identification suitable for persons with disabilities in this Secretariat.
- ii. For selection of persons with disabilities for various posts, post-recruitment and pre-promotion training, preference in transfer and posting, special leave, and other facilities.

Above equal opportunity policy is adopted in this Secretariat as mandated U/s 21(1) of RPwD Act 2016. As regard to appointment of Nodal officer for Grievance Redressal is concerned, the Deputy Secretary (Admin) has been nominated as Grievance Redressal/Nodal officer under the Right of the Person with Disabilities Act, 2016.

This issues with the prior approval of competent authority.


(MUKESH C. SHARMA)
DEPUTY SECRETARY/HOO