

Delhi Urban Shelter Improvement Board  
Govt. of NCT of Delhi  
(Administration Branch)

No. GA/1076/22/Admn./2011/D-943

Dated: 12.12.2019

**Sub: Equal opportunity policy for persons with disabilities**

Please find enclosed herewith the **Equal opportunity policy for persons with disabilities**, duly approved by the Competent Authority, to be followed in the Delhi Urban Shelter Improvement Board, for information and necessary action by all concerned.

Encl: As above

Deputy Director (Administration)

To

SE (Co-ordination)

B&FO

Sh. R.K. Gosain, Dy. Director /Nodal Officer

✓ Deputy Director (IT) with the request to upload the policy on webportal of DUSIB

PI upload on website

12/11

Res (Deputy)

4P  
R-792/DOA-II/19  
12/12/19

EQUAL OPPORTUNITY POLICY FOR PERSONS WITH DISABILITIES

The Government of India has enacted the Right of Persons with Disabilities (RPwD) Act, 2016, w.e.f. 19<sup>th</sup> April 2017 and has also notified the Rights of Persons with Disabilities Rules, 2017 dated 15.06.2017. Section 21 (1) of RPwD Act 2016 states that every establishment shall notify its 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. Further, 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.

Rule 8 of Right of Persons with Disabilities Rules, 2017 and Rule 12 of Delhi Right of Persons with Disabilities Rules, 2018 stipulate the manner of publication of "Equal Opportunity Policy" as follows:-

1) Every establishment shall publish its Equal opportunity policy for persons with Disabilities.

2) The establishment shall display the Equal opportunity Policy preferably on their website, failing which, at conspicuous places in their premises.

3) The Equal Opportunity Policy of a private establishment having twenty or more employees and the government establishment shall, inter alia, contain following information:-

a) Facilities and amenities to be provide 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.

e) Appointment of liaison Officer by the department to look after the recruitment of persons with disabilities and provisions of facilities and amenities for such employees.

4) 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 compliance of the aforesaid provision, the Delhi Urban Shelter Improvement Board, GNCTD of Delhi frames the following Equal Opportunity Policy for persons with Disabilities:-



**Policy Statement:-**

The Delhi Urban Shelter Improvement Board, Government of NCTD of Delhi is committed towards eliminating all forms of unlawful discrimination (which includes direct discrimination, indirect discrimination) and denial of reasonable accommodation and harassment of persons with disabilities.

(a) **Facilities and amenities to be provided to the persons with disabilities to enable them to effectively discharge their duties in the establishment:-** This department aims to ensure that our physical and digital infrastructure (building, furniture, facilities and services in the building) adheres to the accessibility standards as prescribed by the Government of India. The Department also aims to revamp its existing buildings to ensure strict compliance with the RPwD Act 2016. Provision of ramps, grab bars and wider doorways to enable access to buildings and workplaces, provision of lifts, tactile paths, and wheelchair accordingly, web accessibility, parking facility, accessible toilets etc.

(b) **List of posts identified suitable for persons with disabilities in the establishment-** The Delhi Urban Shelter Improvement Board shall prepare a list of the identified posts in all groups – A,B, and C for persons with disabilities which could be easily performed by them. The posts shall be identified for persons with Disabilities within a period of two (02) months from the date of issue of this policy.

(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;**

(i) In all such matters, including reservation applicable in respect of Persons with Disabilities, the DUSIB follows the relevant OMs / Instructions etc. Issued by Government India from time to time in respect of post of all cadres.

(ii) Further, as far as preference in transfer / posting and special leave is concerned, the instructions issued by the Department of Personnel and Training, Government of India from time to time are followed.

(iii) The allotment of Govt. Accommodations is done by DUSIB to its employees and they are provided accommodations as per their need.

(iv) Any information shared by an employee on disabilities / medical condition shall be kept confidential.

(d) **Provisions for assistive devices, barrier-free accessibility and other provisions for persons with disabilities:** - Department shall ensure that all the required assistance / facilities required by the persons with disabilities is provided / arranged in its office premises.



(e) Appointment of liaison officer by the department to look after the recruitment of persons with disabilities and provisions of facilities and amenities for such employees. An officer of the rank of at least Dy. Director will act as Liaison officer.

The liaison officer shall be responsible for:-

- Implementing the action plan for making the work place and IT systems accessible for the people with disabilities by liaising with the concerned officer,
- Ensuring that all employees are aware of the Equal Opportunity Policy and know their duties and rights in relation to the Equal Opportunity Policy,
- The liaison officer to monitor the work environment to ensure that it is free from discrimination and harassment and encourages inclusion and respect for others,

(f) Further, in order to provide equal opportunity, protection of rights etc. the Ministry of Urban Development, Govt. of India vide Memorandum No. O-11016/1/2006-DDIIA (196)/DDR/C dated 09.10.2006 conveyed the approval of the Govt. to revise policy for preferential allotment of houses/land to persons with disabilities. The DUSIB Board has made following arrangement:

"CEO, DUSIB is authorized to permit change of floor at the same location in the suitable cases subject to availability of flat and the production of certificate from a Government hospital/recognized hospital which establishes that either the allottee or any member of his family (i.e. mother, father, son, daughter, widow/unmarried sister/daughter) residing with him, suffers from any disability i.e. (i) blindness (ii) orthopaedic handicapped of lower limbs which are effected not less than 50%, (iii) rheumatoid arthritis with not less than 50%, (iv) serious heart conditions."

(g) Delhi Urban Shelter Improvement Board is in continuous process for making the existing buildings disable friendly by making providing ramps, side bars. Efforts are also to make prefab Jansuvidha Complex, Mobile Toilet Vans, portable toilets cubicals, Night Shelters, Basti Vikas Kendras and Community Halls disabled friendly by providing suitable facilities.

The above policy covers applicants with disabilities for post in the department, full time / part time employees, It also covers those employees who acquire disability during their work tenure. Review of policy shall be undertaken at regular intervals.



Director (Admn.)  
Delhi Urban Shelter Improvement Board