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DEPARTMENT OF SOCIAL SECURITY & EMPOWERMENT OF PERSONS WITH DISABILITIES

NOTIFICATION

The 3rd October, 2018

No.7631–SSEPD-DA4-DA-0003/2018/SSEPD.— In exercise of the powers conferred by sub-section (1) of Section 21 of the Rights of Persons with Disabilities Act, 2016, and in pursuance of rule 8 of Rights of Persons with Disabilities Rules, 2017, the Department of Social Security & Empowerment of Persons with Disabilities (SSEPD) do hereby make the following Equal Opportunity Policy for Persons with Disabilities (PwDs):—

1. BACKGROUND:

The Rights of Persons with Disabilities (RPwD) Act, 2016 (49 of 2016) defines and safeguards the Rights and Entitlements of PwDs and establishes a mechanism for ensuring their empowerment and inclusion into the society. Responsibility has been cast upon the appropriate authorities to take effective measures to ensure that the PwDs enjoy their rights equally with others. It stipulates designation of special courts at the district level for fast tracking cases of atrocities against PwDs under the Act.

Resolution No. 7140/ SSEPD., dated 5th September 2017, on Reservation and other concessions for the PwDs in various posts or services under State Government or Public Sector undertakings provides for relaxations and concessions for PwDs.

2. OBJECTIVES:

This Department/ Establishment aims to create equal employment opportunities such that all employees work in an environment which is accessible and no one suffers discrimination, restriction or exclusion in order to enable them to achieve their full potential. This policy is known as the equal employment opportunity policy of the SSEPD Department. It is applicable for all establishments functioning under the Department of SSEPD.

The equal opportunity policy of SSEPD Department is notified as under and sent to the office of the State Commissioner for Persons with Disabilities (SCPD), Odisha for the purpose of its registration as required under the provisions laid down in sub-section (2) of Section 21 of Rights of Persons with Disabilities Act, 2016.

3. POLICY STATEMENT:

It is the policy of this Department to provide equal employment opportunities, without any discrimination on the grounds of age, colour disability, marital status, nationality, race, religion, sex, sexual orientation. This Department will strive to maintain a work environment that is free from any harassment based on above considerations. The equal opportunity policy is subject to applicable regulations, qualifications and merit of the individual.

4. EQUAL OPPORTUNITY FOR PwDs:

In accordance with the provisions of the Rights of Persons with Disabilities Act, 2016 and Rules, it is the policy of this Department to ensure that the work environment is free from any discrimination against Persons with Disabilities. Further, this Department will take all actions to ensure that a conducive environment is provided to Persons with Disabilities to perform their role and excel in the same.

The Department will build systems and processes to ensure:

- (a) That appropriate facilities and amenities are provided to persons with disabilities to enable them to effectively discharge their duties in the establishment.
- (b) That provision is made for an accessible environment and assistive devices as required.
- (c) That the section dealing with office establishment will ensure that an officer is designated to oversee the provision of required facilities/ amenities to the PwDs. Such liaison officer shall be reporting to the Director, SSEPD.
- (d) That a grievance redressal mechanism for addressing the complaints related to the employment of persons with disabilities is available and an officer is designated as Grievance Redressal Officer.
- (e) The Department will ensure that wherever any grievance arises concerning selection of PwDs for any position, training, promotion, transfer, posting, level and preference in accommodation allocation or otherwise, the same is brought up to the Grievance Redressal Officer and is dealt with in a fair and equitable manner without any discrimination.
- (f) That no opportunity is denied to persons with disabilities, merely on ground of disabilities. Individuals with disabilities having any grievance or any other person on their behalf may submit the grievance to the Grievance Redressal Officer. Any

information obtained in this regard will be kept confidential, and will be used in accordance with applicable laws. Refusal to provide information relating to the grievance by PwD employee or applicant on his behalf will not subject to any adverse treatment. Employees and applicants will be protected from coercion, interference, discrimination for filling a complaint or assisting in an investigation under the RPwD Act.

5. RESPONSIBILITY:

- (a) Every officer of the Department and Establishments thereunder is responsible for giving effect to this policy.
- (b) This Department/ Establishment is responsible for obtaining and utilizing up-to-date information regarding applicable laws and regulations.
- (c) The Establishments have the responsibility of developing, coordinating and implementing all programs for the benefit of PwDs, and reporting progress to this Department to ensure compliance with the RPwD Act and Rules thereunder.
- (d) Any employee who violates this policy, or discriminates with any persons with disabilities, or causes any harassment to such person shall be dealt in accordance with law.
- (e) The Grievance Redressal Officer of this Department/ Establishment is accountable to the Director, SSEPD to oversee and promote this policy.

6. POLICY PUBLICITY:

- (a) The policy will be brought to the notice of all employees through the Department/ Establishment websites and usual communication modes.
- (b) This Policy will be included in the Department/ Establishment publications and training courses.
- (c) All important documents about this Department/ Establishments thereunder shall indicate that this Department/ Establishments thereunder is an equal opportunity employer.

By Order of the Governor

NITEN CHANDRA

Principal Secretary to Government