



EQUAL OPPORTUNITY POLICY FOR PERSONS WITH DISABILITIES (PwD) IN
INSTITUTE FOR PLASMA RESEARCH (IPR)

The Government of India has enacted the Rights of Persons with Disabilities Act, 2016 (RPwD, Act) and notified the Rights of Persons with Disabilities Rules, 2017 to give effect to the principles enshrined in the United Nations Convention on Rights of Persons with Disabilities (2006). Rule 8 of RPwD Rules, 2017 mandates that every establishment shall display the Equal Opportunity Policy on its websites and other conspicuous places. Accordingly, the Equal Opportunity Policy is hereby framed as follows.

1. **SCOPE**

It is the endeavour of IPR to ensure that person with disabilities have the right to equal opportunity at workplace and ensure a conducive atmosphere at workplace in effectively discharging their duties. IPR will strive to ensure that no unreasonable denial in career progression or working opportunity is faced by an employee solely on the grounds of disability.

2. **DEFINITIONS**

The definitions of different terms used in this Policy will be as prescribed under the Rights of Persons with Disabilities Act, 2016 and the Right of Persons with Disabilities Rules, 2017. However, the scope of definition of Government Establishment and public building under this policy would not apply to areas which has been declared as “prohibited area” under the Atomic Energy Act due to strategic and safety reasons i.e. any area or premise where work including research, design or development is carried on in respect of the production, treatment, use, application or disposal of **Atomic Energy or of** any prescribed substance.

3. **POLICY FRAMEWORK**

Under the ambit of this policy, IPR is committed to providing the following:

- a) Ensuring that the work environment is free from any discrimination against persons with disabilities, and that no reasonable opportunity is denied to persons with disabilities, only on the ground of the disability.
- b) Provide Reservation in appointments as per Government of India instructions issued from time to time.
- c) Ensuring no promotion is denied to a person on the ground of disability.
- d) IPR shall not dispense with or reduce the rank or deny promotion of an employee who acquires a disability during service, solely on the grounds of the disability. However, if an employee after acquiring disability is not suitable for the post held, then the employee shall be shifted to another post with the same or similar pay scale and service benefits.
- e) Transfer of persons with disabilities to campuses are considered sympathetically to the extent possible.
- f) Ensures that premises are easy to access.
- g) For exams, where appropriate, additional time of 20 minutes per hour will be provided.
- h) Additional 4 days of Special Casual Leave during the calendar year will be provided.
- i) Transport allowance at double the normal rate will be paid.
- j) While availing Leave Travel Concession (LTC), the use of own car or hired taxi shall be permitted in accordance with the provisions laid down under the LTC rules. Further, the presence of an escort during travel under LTC shall also be permitted, subject to the conditions specified in the LTC guidelines.
- k) In case of an employee having disabled child, CEA at double the normal rate will be paid.
- l) Ensures that care givers (when people with disabilities have to be accompanied by caregivers) are provided with requisite access or facilities to enable them to assist the said person.

4. **AWARENESS CAMPAIGN**

The Equal Opportunity Policy shall be prominently displayed on the Institute's website and wide publicity shall be given to the Policy to create awareness about the policy amongst the officers of IPR.

5. **APPOINTMENT OF LIAISON OFFICER AND GRIEVANCE REDRESSAL OFFICER**

For ensuring implementing reservation policies and promoting welfare of PwDs, a Liaison Officer (not below the rank of Administrative Officer - II [Pay Level 11] or equivalent) will be appointed. Also, an officer not below the rank of Administrative Officer-II [Pay Level 11] or equivalent will be appointed as Grievance Redressal Officer for the Persons with Disabilities for addressing complaints related to the rights and accessibility of individuals with disabilities, as outlined in the Rights of Persons with Disabilities Act 2016.
