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**GOVERNMENT OF NATIONAL CAPITAL TERRITORY OF DELHI
DEPARTMENT OF TRAINING AND TECHNICAL EDUCATION
MUNI MAYA RAM MARG, PITAMPURA, DELHI-110088**

F.No.7(19)/Acad/1546/disabilities/2018/Pt.file/ 594

Dated: 17/09/2021

To,

The Principals (All Govt. ITIs)
The Principals (All Pvt. ITIs)

Sub: Equal opportunity policy under Section 21 of the Rights of the Persons with Disabilities-reg.

Sir,

I am directed to forward the approved Equal Opportunity Policy (EOP) of Department of Training and Technical Education vide Registration No.EOP/DL/Discom/104/2021 to display the same at conspicuous places in your premises.

Thanking you,

Encl. as above



(B.S. Negi)

Dy. Director (Training)

F.No.7(19)/Acad/1546/disabilities/2018/Pt.file/

Dated:

Copy to:

1. PS to Director (TTE) for information.
2. Jt. Director (TTE/Planning).
3. System Analyst, DTTE (HQ) with the request to upload the copy of EOP on Department's website.



(B.S. Negi)

Dy. Director (Training)

GOVERNMENT OF NCT OF DELHI
DEPARTMENT OF TRAINING & TECHNICAL EDUCATION

MUNI MAYA RAM MARG, PITAMPURA, DELHI-110034

Website: <http://www.tte.delhigovt.nic.in>

F.7 (19)/Academic/1546/Disabilities/ 2018/ Pt. file 594 Dated: 17/09/21

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 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 5 of RPwD Rules 2017 and Rule 12 of Delhi RPwD Rule 2018 also states about the manner of publication of equal opportunity policy. –

(1) Every Govt. establishment shall publish Equal Opportunity Policy for Persons with Disabilities.

(2) Provides that the establishment shall display the Equal Opportunity Policy preferably on their website, failing which, at conspicuous places in their premises.

(3) States that the Equal Opportunity Policy of a private establishment having 20 and more employees and the Govt. 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;

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- e. Appointment of liaison officer by the establishment to look after the recruitment of persons with disabilities and provisions of facilities and amenities for such employees:

Provided that such liaison officers shall be imparted training on disability equality and etiquettes.

(4) Equal opportunity policy of the private establishment having less than 20 employees shall contain facilities and amenities to be provided to the person 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 5 of Rights of Persons with Disabilities Rules 2017, instructions have been issued to all colleges/ Institutions under DTTE and affiliated to BTE of Delhi to publish Equal Opportunity Policy for Persons with Disabilities and display the same preferably on their website, failing which, at conspicuous places in their premises.

In line with the above mentioned provisions, it is reiterated that DTTE, GNCT of Delhi is committed to provide appropriate inclusive education to Student with Disabilities (SwD) enrolled in its colleges/Institutes. At present, approximately 250 SwD are studying in the colleges/Institutes DTTE and approx. 50 no. employee with disability (EwD) working in DTTE.

DTTE, GNCT of Delhi is also committed to provide appropriate facilities and amenities to the PwD employees for effective discharge of their duties as per guidelines of GOI.

Further, DTTE is committed to the implementation of the following policy decisions for inclusive education to person with Disabilities:

POLICY STATEMENT:

The Department of Training and Technical Education, GNCTD is committed towards eliminating all forms of unlawful discrimination

a) List of posts identified suitable for persons with disabilities in the establishment.

The Department of Training and Technical Education always provides equal opportunities at all levels of posts for persons with disabilities. DTTE shall make sincere efforts to identify suitable posts for persons with disabilities and all possible efforts shall be made to fill these posts in consultation with Services Department, GNCTD and DSSSB.



b) Reservation of seats in government and government aided institutes.

The institutes under DTTE follow the reservation policies for the persons with disabilities. Admission shall be made as per the course recommendations by vocational rehabilitation centers (VRC) depending upon the type of disabilities and course availability.

c) Preference in transfer and posting.

As far as possible the persons with disabilities may be exempted from rotational transfer policies and be allowed to continue at the same place near to his/her residence and where he/she would have optimum performance. Further, choice of preference for the place of posting at the time of promotion/transfer be given to the persons with disabilities subject to administrative constraints.

d) Special leaves.

The Department of Personnel and Training, Govt. of India OMs and instructions having provision of special leave in a calendar year for employees with disabilities are followed. Special leave for participating in conference/seminars/workshops related to disabilities and development are also applicable as per the provisions of GNCTD.

e) Preference in allotment of residential accommodation.

The DTTE residential accommodation and PWD State residential accommodations are available for Persons with Disabilities. DTTE provides preferences for accessible accommodation to the Persons with Disabilities near their place of posting and preferably on ground floor.

f) Appointment of Liaison Officer / GROs for the facilitation of such employees/Trainees.

All Govt. Institutes under DTTE appoints a Grievance Redressal Officer (GRO) who shall be responsible for -

- i. Implementing the action plan for making the work place and IT system accessible to them.
- ii. Ensuring that all employees and trainees should aware of the Equal Opportunity Policies of the Act.
- iii. Developing pro active strategies to prevent discrimination and harassment.



g) Implementation of Govt. policies and instructions.

The DTTE will ensure that all instructions issued by the Commission for Persons with Disabilities shall be implemented in time and in Toto.

h) Facilities and amenities to the persons with disabilities to enable them to discharge their duties effectively.

- i. Admission of Student with Special needs without discrimination and providing education and opportunities for sports and recreation activities equally with others;
- ii. Every student with benchmark disability above 14 years shall have the rights to free education in a neighborhood Govt./Govt. Aided Colleges/Institutes or in a special institutes of his/her choice.
- iii. Orientation programmes for Principals/HOO and subject Trainers on inclusive education.
- iv. Provision for attendant /helper to the student with severe disabilities;
- v. Computer installed with job access with speech software for student with visual impairment.
- vi. After the candidate joins in any post, an orientation program is arranged for the inductees including employees and trainees with a view to create the sense of awareness and familiarities about the working associated with the posts and rights. Training facilities are provided to all the employees.
- vii. All building structures of institute/offices are already revamped to ensure the compliance of RPwD Act.

DTTE has a liaison officer to look after the recruitment of persons with disabilities and provisions of facilities and amenities for such employees and is following all the guidelines of DoPT, GOI for the following;

- i. Posts identification suitable for persons with disabilities in the establishment.
- 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.

This issues with the prior approval of Competent Authority, TTE



(B.S NEGI)
Dy. Director (Trg.)