

GOVERNMENT OF NATIONAL CAPITAL TERRITORY OF DELHI
DELHI FIRE SERVICE
CONNAUGHT PLACE, NEW DELHI-110001

No. DFS/HQ/Admn./Disab/SOP/2021/ 1389


Dated:- 6/10/21

Sub:- EQUAL OPPORTUNITY POLICY FOR PERSONS FOR DISABILITIES IN
CASE NUMBER 918/1015/2019/05/2535 DT. 3.6.2019.

It is to inform that Registration No. EOP/DL/Discom/109/2021 has been assigned to Equal Opportunity Policy submitted by Delhi Fire Service.

It is requested to display the same on the website of the department or at conspicuous places of Delhi Fire Service premises.

Encl. as above


(VIRENDRA SINGH)
DY. CHIEF FIRE OFFICER/
ASSISTANT COMMISSIONER [FIRE]

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EQUAL OPPORTUNITY POLICY FOR PERSONS WITH DISABILITIES

Section 21 of the Right of Persons with Disabilities Act 2016 mandates that:-

[1] Every establishment shall notify Equal Opportunity Policy detailing measures proposed to be taken by it in pursuance of the provisions of chapter IV in manner as prescribed the central govt.

[2] Every establishment shall register a copy of the said policy with the Chief Commissioner or the State Commissioner, as the case may be.


Therefore, in pursuance of the Section 21 of the Rights of Persons with Disabilities Act 2016 and Rule 8,9, and Chapter-IV [Employment] of the Rights of Persons with Disabilities Rules 2017 and as incorporated under Rule 12, 13 & 14 under Chapter, Employment and vacancies for Persons with Benchmark Disabilities of the Delhi Rights of Persons with Disabilities Rule 2018, Delhi Fire Service, NCT of Delhi frames the following Equal Opportunity Policy for Persons with Disabilities:-

Policy statement:

Delhi Fire Service, GNCT of Delhi is committed towards eliminating all forms of unlawful discrimination [which includes direct discrimination, indirect discrimination]. Delhi Fire Service perform its duties as per Delhi Fire Service Act 2007 & Rules there-under DFS Rules, 2010 It is pertinent to mention here that the top most priority/primary work of Delhi Fire Service is fire fighting and rescue operation in GNCT of Delhi and a person with disability cannot do this. Hence, there is no provision of appointment of a person with disability in the operation wing of the department. However, transfer and posting of staff in the administration wing and their training is managed by the Services Department, GNCT of Delhi.

[a] Decision on employment, career progression, training, reservation or any other benefit shall be given as per Government policy to the employee who got injured during fire fighting and disabled permanently or temporarily. An inclusive evaluation process shall be followed by ensuring that a person with disability is provided with suitable flexibility and reasonable accommodation that may be required so that he may be evaluated fairly. In case the employee is unable to perform the current job, the organization shall invest in re-skilling the employee for another position at the same rank or higher and if the same is not possible, the employee shall be posted on a supernumerary post.

[b] Facilities and amenities to be provided to the persons with disabilities to enable them to effectively discharge their duties in the establishment:- Delhi Fire Service 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 RPWD Act 2016.



[c] Provisions for assistive devices, barrier-free accessibility and other provisions for persons with disabilities: Appropriate furniture, working equipment etc. in accordance with their requirement which would improve their efficiency shall be provided to PwDs by the department. High tech/latest technology led assistive devices on the recommendation of Doctor shall either be provided or the cost of such devices shall be reimbursed as per Govt. approved rates with a specific time period [02 months] to persons with disabilities in accordance with the price/durability of the special devices. The Department would carry out a review in this regard every three years. The employees with disabilities may seek reimbursement of such devices from the office from which they draw their salary.

[d] Preference in transfer and posting: As far as possible, the persons with disability may be exempted from the rotational transfer policy/transfer and allowed to continue in similar job where they would have achieved the optimum performance. Further choice of preference in place of posting at the time of transfer/promotion may be given to the persons with disability subject to the administrative constraints. Instructions issued by the Department of Personnel and Training, GOI from time to time will be followed.

[e] Special Leave: The guidelines issued in the regard as per Office Memorandum No. 36035/3/2013-Estt. [Res] dated 31.3.2014 by Department of Personnel and Training, GOI will be followed which refer to OM No. 25011/1/2008-Estt. [A] dated 19.11.2008 having a provision of Special Casual Leave for 4 days in a calendar year for employees with disabilities for specific requirements relating to disabilities of the official. Further, vide DOPT, GOI, OM No. 28016/02/2007-Estt. [A] dated 14.11.2007, there is also a provision of 10 days Special Casual Leave in a calendar year subject to exigencies of work for the employees with disabilities for participating in conference/seminars/trainings/workshop related to disability and development to be specified by GNCT of Delhi.

[f] Preference in allotment of residential accommodation: Subject to availability, the department shall recommend accessible accommodation to the persons with disabilities near their place of posting and they will be preferred for allotment of ground floor accommodation. Existing housing accommodations will be renovated subject to feasibility to make them accessible to persons with disabilities [by the Estate Officers].

Appointment of liaison officer not below the rank of a Gazetted Officer [not below the rank of Group 'B' Officer] will be made by the Department to look after the provision of facilities and amenities of such employees. The Liaison Officer shall be assisted by Grievance Redressal Officer.

The Liaison Officer shall be responsible for:-

1. Implementing the action plan for making the workplace and IT systems accessible for people with disabilities by liaising with the concerned officers.
2. Ensuring that all employees are aware of the Equal Opportunity Policy and know their duties and right in relation to the Equal Opportunity Policy.



3. Developing proactive strategies to prevent discrimination and harassment.
4. All employees have the responsibility to comply with Equal Opportunity Policy. The Liaison Officer needs to monitor the work environment to ensure that it is free from discrimination and harassment and encourages inclusion and respect for others.
5. The administration branch of the department shall maintain records containing the following particulars, namely:-
 - [i] The number of persons with disabilities who are working and date from when they are posted in the department.
 - [ii] Name, gender and address of persons with disabilities.
 - [iii] The nature of disability of such persons.
 - [iv] The nature of work being rendered by such persons with disability: and
 - [v] The kind of facilities being provided to such persons with disabilities.
6. The department shall produce for inspection on demand records maintained under these rules to the District level Committee on Disability and shall supply such information which may be required for the purpose of ascertaining whether the provisions have been complied with.
7. The Grievance Redressal Officer shall maintain a register of complaints of persons with disabilities with the following particulars, namely:-
 1. Date of complaint:-
 2. Name of complainant:-
 3. Name of the person who is enquiring the complaint:-
 4. Place of incident:
 5. The name of establishment of person against whom the complaint is made:
 6. Gist of the complaint
 7. Documentary evidence, if any
 8. Date of disposal by the Grievance Redressal Officer
 9. Details of disposal of the appeal by the district level committee; and
 10. Any other information.
8. The details of The Liaison Officer & Grievance Redressal Officer will be shared accordingly.

