

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]

GOVERNMENT OF NATIONAL CAPITAL TERRITORY OF DELHI
DELHI FIRE SERVICE
CONNAUGHT PLACE, NEW DELHI-110001
e-mail – dcfo.del@nic.in

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.



