

EQUAL OPPORTUNITY POLICY
FOR
PERSONS WITH DISABILITIES
2023



Bhagat Phool Singh Mahila Vishwavidyalaya
Khanpur Kalan (Sonapat), Haryana-131305

Established by the State Legislature Act 31 of 2006

(Recognized under sections 12B & 2(f) of UGC Act,1956)

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INTRODUCTION

Bhagat Phool Singh Mahila Vishwavidyalaya, Khanpur Kalan, Sonapat (hereinafter referred as the University) as an eminent Institution of Higher Education is committed to provide equal opportunities to women of all sections of the Indian Society to empower them with education and it provides equal opportunity of employment to each section of the society. The University is committed to give special focus for empowering women with disabilities studying in the University and persons with disabilities employed in the University as well as persons with disability visiting the University. The University is committed to give special focus to address all the issues and problems faced by the persons with disability at the University. The University is committed to eliminate all the of unlawful discrimination (which includes direct discrimination, indirect discrimination) and denial of reasonable accommodation and harassment of Persons with Disabilities at the University. The University has framed this policy to provide an Equal Opportunity in discharge of its constitutional duty as well as legal duty under "The Rights of Persons with Disabilities Act, 2016" (hereinafter referred as RPwD Act) and rules made therein under by the Government of India.

The Parliament of India in discharge of its Constitutional Obligation and Obligation under Convention on the Rights of Persons of Disabilities adopted by the United General Assembly on 13th day of December, 2016 enacted RPwD Act and the Government of India is made rules under the said Act in 2017 which may be referred as Disability Law. The Disability Law inter alia seeks to protect disabled persons from various forms of discrimination, increases measures for effective participation and inclusion in the society, and ensures equality of opportunity and adequate accessibility.

The University has already implemented a good part of the requirements under the Act and plans to take care of the remaining aspects in a prioritized manner so that the requirements are fulfilled at the earliest possible time. The Equal

Opportunity (EO) Policy has been made in conformity with RPwD Act, to the extent feasible under the present infrastructure of University.

PURPOSE

The EO Policy is to provide equal opportunities to the specially disabled students and employees of the University without any discrimination on the grounds of age, colour, marital status, physical ability, nationality, race, religion, sex, sexual orientation or any other ancillary ground for the purpose. Based on the above considerations, the University shall strive to maintain a working environment that is free from any discrimination and harassment of persons with disability. This EO Policy is subject to applicable regulations, qualifications, and merit of the individuals concerned. This Policy shall be consistently applied throughout the period of studentship (for students) and employment of the individual from the recruitment process until superannuation of a person with disability.

COMMITMENT

The University is legally obliged under the RPwD Act to realize the following rights and entitlements to the persons with disability in its campus:-

RIGHTS AND ENTITLEMENTS

EQUALITY & NON-DISCRIMINATION

- I. The University shall ensure that the persons with disability enjoy the right to equality, life with dignity and respect for his or her integrity with others;
- II. The University shall take steps to utilize the capacity of persons with disability to the best of their potential by providing appropriate environment;
- III. It will make sure that no persons with any kind of disabilities shall be discriminated on the ground of disability, unless it is shown that the impugned act or omission is a proportionate means of achieving a legitimate aim;

- IV. It shall ensure that no person shall be deprived of his or her personal liberty on the ground of disability;
- V. It shall take necessary steps to ensure reasonable accommodation for persons with disability;
- VI. It shall take measures to protect persons with disability from being subjected to torture, cruel, inhuman or degrading treatment;
- VII. It shall ensure reservation as per the Policy of the Government of Haryana as per the RPwD Act is for persons with disability in admissions and employment;

SPECIAL CASUAL LEAVE

The Persons with Disability shall be entitled to Special Casual Leave, the Haryana Civil Services (Leave) Rules, 2016 or the Policy framed by the Government of Haryana as per the provisions of the RPwD Act.

TRAVEL, STAY AND TRANSPORT

The Persons with Disability shall be entitled to travel, stay and transportation allowance as per the Haryana Civil Services (Travelling Allowance) Rules, 2016 or the Policy framed by the Government of Haryana as per the provisions of the RPwD Act.

EMPLOYEE ENGAGEMENT AND SOCIAL INCLUSION

The University shall endeavor to make all departmental events and meetings inclusive by ensuring that these are conducted at accessible venues with a provision of reasonable accommodation being available to employees with disabilities.

EDUCATION

The University is committed to provide inclusive education to the students with disabilities in the manner prescribed below:-

- I. There shall be no discrimination in admission and provide equal opportunity for sports and recreation activities by providing appropriate environment;

- II. The entire campus shall be made barrier free to make equal access to every service;
- III. There shall be mechanism to provide necessary support, individual or otherwise, in creating an environment that would nurture academic and professional potentialities at par;
- IV. It shall ensure that the education to persons who are blind or deaf or both is imparted in the most appropriate languages and modes and means of communication;
- V. It shall monitor participation, progress in terms of attainment levels and completion of education in respect of every student with disability;
- VI. It shall provide transportation facilities from University nearby Bus stand to the students with disabilities and its employees;

The University shall take the following specific measures to promote and facilitate inclusive education:-

- I. It shall provide books, other learning materials and appropriate assistive devices to students with benchmark disabilities up to the completion of the degree;
- II. It shall assist / arrange to obtain scholarships in appropriate cases to students with benchmark disability.

EMPLOYMENT

NON-DISCRIMINATION IN EMPLOYMENT

- I. The University shall provide appropriate barrier free and conducive environment to the employees with disabilities;
- II. It shall not deny promotion to an employee on the ground of disability;
- III. It shall not dispense with or reduce in rank, an employee who acquires a disability during his or her service;
- IV. It shall ensure that if an employee after acquiring disability is not suitable for the post he/she was holding, shall be shifted to some other post with the same pay scale and service benefits;

Provided further that if it is not possible to adjust the employee against any post, he/she may be kept on a supernumerary post until a suitable post is available or he/ she attains the age of superannuation, whichever is earlier.

- V. It shall frame policy for posting / transfer of employees with disabilities (within the University) to such a section or branch which facilitates the employee in discharge of duty without any hindrance on account of disability;
- VI. It shall organize various in-house programmes such as orientation, refresher course and other programmes as may be deemed appropriate and suitable for the employees with disabilities.

SOCIAL SECURITY, HEALTH, CULTURE & RECREATION & SPORTS ACTIVITIES

The University will provide social security to the persons with disability as per the rules of Government of Haryana and Government of India, as applicable. It shall provide health care services/ facilities as per the rules of Government of Haryana/India, as applicable. It shall ensure cultural and recreation services including facilities, support and sponsorship for persons with disability to pursue their interest and talents.

The University, within the limit of its economic capacity, would work to develop technology, assistive devices, equipment to facilitate, and inclusion of persons with disabilities in recreational activities. In sports and other activities, the University, within the limit of its economic capacity, shall take following steps:

- a) It shall take measures to ensure effective participation of persons with disabilities in sports activities;
- b) It shall accord due recognition to the rights of persons with disabilities and shall make due provisions for promotion and development of their sporting talents.

NODAL OFFICER AND EQUAL OPPORTUNITY CELL

The University shall appoint a Grievance Redressal Officer and establish an Equal Opportunity Cell as per the mandate of the RPwD Act, to provide all rights to the disabilities students and employees.

MEASURES TO BE UNDERTAKE

AWARENESS CAMPAIGN:

- I. The University shall conduct, encourage, support, or promote awareness campaigns and sensitization programmes to ensure that the rights of the persons with disabilities provided under this Act are protected;
- II. These programmes and campaigns specified shall endeavor followings:-
 - a. Promote values of inclusion, tolerance, empathy and respect for diversity;
 - b. Advance recognition of the skills, merits and abilities of persons with disabilities and of their contributions to the workforce and professional front;
 - c. Provide orientation and sensitization at the University and professional training level on the human condition of disability and the rights of persons with disabilities;
 - d. Provide orientation and sensitization on disabling conditions and rights of persons with disabilities to employers, administrators, co-workers and among the students.

PWD FRIENDLY UNIVERSITY PREMISES

The University shall provide facilities and amenities to the Persons with Disabilities to enable them to effectively discharge their duties in the Establishment. It 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 Haryana/India. The University also aims to revamp its existing buildings to ensure strict compliance with the RPWD Act including:-

- Provision of ramps and grab bars in all Buildings and Hostels.
- Provision of wider door ways to enable access to Buildings and Workplaces.
- Provision of PwD friendly lifts and tactile paths in the University campus.
- Provision of facilities of Wheelchairs in all Buildings and Hostels.

Post recruitment and Pre-promotion Induction training:

It is an essential component of the service requirement of an employee. Induction training programmes for the Persons with Disabilities shall be imparted together with the other employees. Job specific post-recruitment as well as pre-promotion training programmes shall be organized for the persons with disabilities. The Department shall take definite action to conduct job specific inclusive training programmes for the persons with disabilities with other employees. Duration, training contents shall be developed and experts who are proficient in providing training to PwDs shall be identified in consultation with the State Govt. and State Commissioner, Disabilities and if felt necessary, prominent Associations/Federations/Confederations working in the sphere of disability shall be consulted.

Preference in transfer and posting:

As far as possible, the Persons with disabilities may be exempted from the rotational transfer policy/ transfer and be allowed to continue in the same 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. Further, the instructions issued by the State Govt. from time to time will be followed.