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(AN AUTONOMOUS INSTITUTE)**

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**EQUAL OPPORTUNITY POLICY FOR PERSONS WITH DISABILITIES**

The Government of India has enacted the Right of Persons with Disabilities (RPwD) Act, 2016 w.e.f. 19<sup>th</sup> April 2017 and has also notified the Rights of Persons with Disabilities Rules, 2017 dated 15.06.2017. Section 21(1) of RPwD Act 2016 states that every establishment shall notify its 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. Further, 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.

Rule 12 of Right of Persons with Disabilities Rules, 2018 also states about the manner of publication of "Equal Opportunity Policy":-

- (1) Every establishment shall publish its Equal Opportunity policy for persons with Disabilities within a period of six months from the notification of these rules.
- (2) The establishment shall display the Equal Opportunity Policy preferably on their website, failing which, at conspicuous places in their premises.
- (3) The Equal Opportunity Policy of a private establishment having twenty or more employees and the government establishment shall, inter alia, contain following information:-
  - a. Facilities and amenities to be provide 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.
  - e. Appointment of liaison Officer by the department to look after the recruitment of persons with disabilities and provisions of facilities and amenities for such employees.
- (4) The Equal Opportunity Policy of the private establishment having less than twenty employees shall contain facilities and amenities to be provided to the