

**GOVERNMENT OF NCT OF DELHI  
DIRECTORATE OF HIGHER EDUCATION  
GROUND FLOOR, BOARD OF TECHNICAL EDUCATION BUILDING,  
TTE COMPLEX, MUNI MAYA RAM MARG, PITAMPURA DELHI-110034  
Equal Opportunity Policy for Persons with Disabilities.**

**Registration No: EOP/DL/Discom/101/2021**

The Govt. 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 15.06.17. The Section 2 (1) of RPwD Act with 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 8 of RPwD Rules 2017 also states about the manner of publication of equal opportunity policy: - (1) Every establishment shall publish Equal Opportunity Policy for Persons with Disabilities. Rule 8 (2) provides that the establishment shall display the Equal Opportunity Policy preferably on their website, failing which, at conspicuous places in their premises. Rule 8 (3) states that the Equal Opportunity Policy of a private establishment having twenty or more employees and the Government 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 transferring 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. Appointments of liaison officer by the establishment to look after the recruitment of person with disabilities and provisions of facilities and amenities for such employees.

Rule 8 (4) of RPwD Rules 2017 also provides that the equal opportunities policy of the private establishment having less than twenty employees shall contain facilities and amenities to be provided to the persons 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 8 of Rights of Persons with Disabilities Rules 2017, instructions have been issued to State Universities and 12+16 Colleges getting grant-in-aid from Dte. of Higher Education, Govt. of NCT of Delhi to publish Equal Opportunities Policy for Persons with Disabilities and display the same preferably on their website, otherwise at conspicuous places on their premises.

Contd....2/-

Directorate of Higher Education is working under the Govt. of NCT of Delhi and therefore the rules and directions, prescribed by the Govt. of NCT of Delhi is being applied in this office.

Directorate of Higher Education is committed to comply the directions issued by the Govt. of NCT of Delhi with regards to persons with disabilities and the Dte. of Higher Education to ensure compliance of the instructions/directions of the commission in the matter of providing facilities to persons with disabilities. This Office is also committed to provide proper facilities and amenities to the PWD employees for effective discharge of their duties as per the guidelines of Commission. Further, this office is also committed to implement the following policy decision to be adopted uniformly to all Universities of Govt. of NCT of Delhi & 12 +16 Colleges getting grant-in-aid from Dte. of Higher Education, Govt. of NCT of Delhi.

DHE website is developed and designed keeping differently abled person in mind. Screen reader facility has been provided for differently able person.

**I.** It is to ensure that a PwD person enjoys the right to equality, life with dignity and respect for his or her integrity equally with other officers/officials.

**II.** It is to ensure that no discrimination with the officer/officials under PwD category is made in the organization.

**III.** It is to ensure no officer/official shall be deprived of his or her person liberty only on the ground of disability in this organization.

**IV.** It is to ensure that PwD are not being treated inhuman or in preventing the same a Nodal Officer is to be appointed to hear the pleading/request/grievances of PwD working in this organization.

**V.** It is to ensure to have a better working condition for PwDs, are to be provided for their ingress or egress from their offices.

a. A standardized and uniform design of ramps is implemented. Temporary/mobile ramps shall be made available wherever permanent ramp facilities cannot be provided.

b. Braille facility should be provided.

**VI.** It is ensure that the proper signage and instructions should be made available as per requirement of PwD employees.

**VII.** It is ensure that additional supporting staff (wherever applicable) being provided to PwDs in delivering their assign work.

**VIII.** It is to ensure that the posting of PwD officer/officials are being done in considering their request for transfer/posting on priorities.

**IX.** It is to ensure that Special Leave to PwDs is being granted as per the lay down procedures.

**X.** It is to ensure that in filling up the vacant post and reserved seat for PwD shall be filled up as per existing policy/rules strictly.

**XI.** Post recruitment and pre-promotion training are to be provided to person with disability to enable them to effectively discharge their duties.

Contd....3/-



**XII.** It is to ensure that Dte. of Higher Education shall appoint Liaison Officer, who will look after the recruitment of person with disabilities and provisions of facilities and amenities for person with disabilities.

**XIII.** It is to ensure that extra care and support be provided to women person with disability to perform her duty effectively and gracefully in this organization.

Total sanctioned strength in Dte. of Higher Education has total sanctioned strength of 40 and there is no ex-cadre post. The Cadre Controlling Authority for 40 posts are Services Department, Account Department, Planning Department & IT Department. Posting of officers/officials & identification of post for PwDs is being undertaken by Cadre Controlling Authority.

In view of above, it is submitted that identification/creation and details of manner of selection of PwDs for various posts is finalized by the above Cadre Controlling Authorities as per guidelines of DoPT, Govt. of India.

PWD/Land & Building Department, Govt. of NCT of Delhi shall adhere the allotment policy and preference for allotment of residential accommodation to PwD, as this Directorate does not have any residential accommodation.

Above equal opportunity policy is adopted in this organization as mandated U/s 21(1) of PwD Act 2016 and therefore every offices under this organization is mandated to adopt the same. As regard with appointment of Nodal Officer for Grievance Redressal , the same has already been nominated under the Right of the Person with Disabilities Act, 2016 vide order dated 27/05/2022 (copy enclosed)

This issues with the prior approval of Competent Authority.



Dy. Director (HE)

GOVT. OF NCT OF DELHI  
DIRECTORATE OF HIGHER EDUCATION  
BTE BLDG., TTE OFFICE COMPLEX  
MUNI MAYA RAM MARG, PITAM PURA, DELHI – 110034

F.No.DHE 1(89)/Misc./Estt./State Comm.Dis/EOP/2020-21/Pf 2721 Dated: 27/5/22

To

PPS/HOO

In the Court of State Commissioner for  
Persons with Disabilities, NCT of Delhi, 25-D,  
Mata Sundari Road, Near Guru Nanak Eye Centre,  
New Delhi.

**Sub: Nomination of Nodal Officer for Directorate of Higher Education for  
the purpose of RPwD Act, 2016.**

Sir,

In continuation of this Office letter of given no. dated 10.09.2021 it is hereby informed that the Administrative Officer, Directorate of Higher Education, GNCTD has been nominated as Nodal Officer for the purpose of RPwD Act, 2016. The details of the present Administrative Officer are as under:

Name: Sh. Ram Phool Meena  
Designation: Administrative Officer(HE)  
Mobile: 9999456947  
Email: [dtehedu@gmail.com](mailto:dtehedu@gmail.com)

Yours faithfully,



26.05.2022

Deputy Director(HE)

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