

95/C

**GOVERNMENT OF NATIONAL CAPITAL TERRITORY OF DELHI
OFFICE OF THE COMMISSIONER (EXCISE, ENTERTAINMENT & LUXURY TAX),
L-BLOCK, VIKAS BHAWAN, I.P.ESTATE, NEW DELHI-110002**

No.F 8(5)/2019/Misc/Excise/2019/

Dated:

EQUAL OPPORTUNITY POLICY

The Parliament of India has enacted the Rights of Persons with Disabilities Act, 2016 (herein after "Act") which has come into force w.e.f. 19.04.2017 for laying down the principles for empowerment of persons with disabilities.

Section 20 of the Act stipulates non-discrimination with persons with disabilities in employment.

Section 21 of the Act stipulates that

(1) 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.

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

As per definition of establishment contained in Section 2(i) of the Act, *establishment includes a Government establishment and private establishment.*

As per definition of Government establishment contained in Section 2(k) of the Act, *Government establishment includes a Department of the Government.*

Further, manner of publication of Equal Opportunity Policy is described in Rule 8 of the Rights of Persons with Disabilities Rules, 2017.

Rule 8(1) mandates that *every establishment shall publish equal opportunity policy for persons with disabilities*

Rule 8(2) mandates that *the establishment shall display the equal opportunity policy preferably on their website, failing which, at conspicuous places in their premises.*

Rule 8(3) of the said rules 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) Facility and amenity to be provided to the persons with disabilities to enable them to effectively discharge their duties in the establishment;*

*to be filled by
12/10/2019*

- (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 establishment to look after the recruitment of persons with disabilities and provisions of facilities and amenities for such employees.*

The Equal Opportunity Policy on the Rights of Persons with Disability attempts to address various themes with the ultimate goal of not only improving the quality of life of person with disability, but also to promote and safeguard equality, self-determination, dignity and social inclusion of persons with disability. Persons with disabilities include those who have long-term physical, mental, intellectual or sensory impairments and possesses certificate of disability issued by a competent authority under section 57 of the Act.

- (a) Facility and amenity to be provided to the persons with disabilities to enable them to effectively discharge their duties in the establishment;**

Department of Excise, Entertainment & Luxury Tax is located at L-Block, Vikas Bhawan, I.P.Estate, New Delhi consisting of Four floors (Ground+Three). Being an old building, existing facilities and amenities for Persons with Disabilities are not upto the mark. The building is however, proposed to be renovated soon under which relevant norms and provisions for Persons with Disabilities will be provided.

- (b) List of posts identified suitable for persons with disabilities in the establishment;**

Cadre posts of the department are controlled by the Services Department, GNCTD being the Cadre Controlling Authority. However, there are some ex-cadre posts pertaining to Excise Control Laboratory and other categories under which various posts are suitably identified for Persons with Disabilities in accordance with the Rights of Persons with Disabilities Act.

(Handwritten signature)
 12/07/2019

- (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;**

In the matter of selection of Persons with Disabilities against the identified posts and grant of Special Leave, the department will follow the relevant rule position as well as instructions issued by the Services Department, GNCTD. Preference is given to the Persons with Disabilities in transfer/posting to the extent possible considering the administrative exigencies. There is no residential accommodation facility available with the department.

- (d) **Provisions for assistive devices, barrier-free accessibility and other provisions for persons with disabilities;**

The department will follow the relevant rules/instructions issued by the Services Department, GNCTD in the matter of providing assisting devices to the Persons with Disabilities. As regards to the accessibility and other provisions for persons with disabilities, it will be ensured during renovation of the existing building.

- (e) **Appointment of liaison officer by the establishment to look after the recruitment of persons with disabilities and provisions of facilities and amenities for such employees.**

Assistant Commissioner (Administration) has been appointed as the Liaison Officer to look after the recruitment of persons with disabilities in the department. Assistant Commissioner (Caretaking) has been appointed as the Liaison Officer to look after the provisions of facilities and amenities for such employees. Besides this, the department has also appointed Section Officer (Administration) as the Grievance Redressal Officer in terms of section 23 of the Rights of Persons with Disabilities Act, 2016.

(Handwritten signature)
7/4/2019