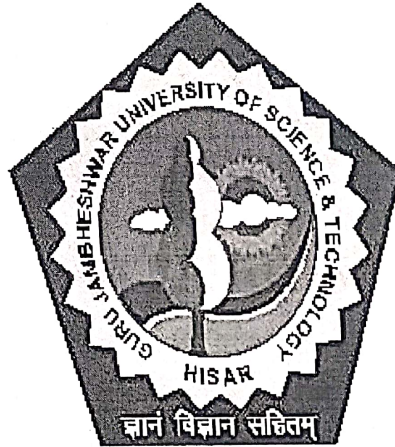


EQUAL OPPORTUNITY POLICY-2022
FOR
PERSONS WITH DISABILITIES



**Guru Jambheshwar University of Science and
Technology, Hisar (Haryana)**

(Established by State Legislature Act 17 of 1995)

'A+' GRADE NAAC Accredited

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EQUAL OPPORTUNITY POLICY-2022 FOR PERSONS WITH DISABILITIES (PwD)

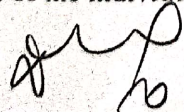
The Government of India has enacted Rights of Persons with Disabilities (RPwD) Act, 2016 from 19th April, 2017 and has also notified the Rights of Persons with Disabilities Rules, 2017 dated 15.06.2017. The Section 2 (1) of RPwD Act with 2016 states that every establishment shall notify Equal Opportunity Policy.

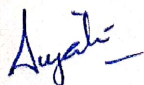
Guru Jambheshwar University of Science and Technology, Hisar is committed to provide equal opportunities to all sections of the University community. While doing this, the University focuses special attention to the specially-abled persons to provide equal opportunity in availing themselves of the resources of the University. In order to enable this, the University has formulated an Equal Opportunity Policy in the light of "**The Rights of Persons with Disabilities Act, 2016 (RPwD Act)**" adopted by the Government of India.

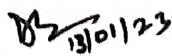
The Rights of Persons with Disabilities Act, 2016 (the "Disabilities Act, 2016") along with the Rights of Persons with Disabilities Rules, 2017, together, the "Disability Law" has been enacted by the Indian Government. The new Disability Law gives effect to the principles of the United Nations Convention on the Rights of Persons with Disabilities. 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 Policy has been made in conformity with "The Rights of Persons with Disabilities Act, 2016", to the extent feasible under the present infrastructure of University.


The Equal Opportunity Policy is to provide equal opportunities to the specially abled 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 relevant for the purpose. Based on the above considerations, the University shall strive to maintain a working environment that is free from any harassment. This Equal Opportunity 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 (for employees).





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As specified in the Rights of Persons with Disabilities Act, 2016, the University is duty bound to the following:

RIGHTS AND ENTITLEMENTS

EQUALITY & NON-DISCRIMINATION

- (i) Guru Jambheshwar University of Science and Technology, Hisar 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 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) No person shall be deprived of his or her personal liberty on the ground of disability.
- (v) The University 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) Proper reservation is adopted for Employees and students in recruitments and admission for PwD.

SPECIAL CASUAL LEAVE

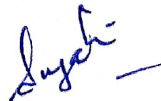
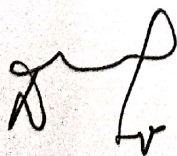
For the purpose of Special Casual Leave, the Haryana Civil Services (Leave) Rules, 2016 shall be followed.

TRAVEL, STAY AND TRANSPORT

The Haryana Civil Services (Travelling Allowance) Rules, 2016 shall be followed.

EMPLOYEE ENGAGEMENT AND SOCIAL INCLUSION

The University shall endeavour 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.



FACILITIES & AMENITIES

To enable the Persons with Disabilities to effectively discharge their duties, Guru Jambheshwar University of Science & Technology, Hisar may, subject to regulator guidelines, availability of devices, administrative constraints, provide the following facilities and amenities to them:-

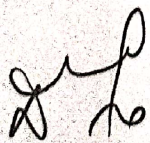
1. Preferential 3% reservation of houses allotment as per entitlement of Persons with Disabilities without discrimination.
2. Conveyance allowance to be paid to deaf & dumb, blind and orthopedic employees as per Government guidelines issues from time to time.
3. Providing aids and appliances, assistance devices suitable for their need, by which the Persons with Disabilities could perform their duties efficiently.
4. Preference in place of posting at the time of transfer/promotion to Persons with Disabilities as far as possible and subject to administrative constraints.
5. Providing easy, barrier free accessibility work place.

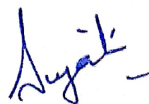
EDUCATION

To provide inclusive education to the students with disabilities the University shall:-

- (i) Admit the students without discrimination and provide education and opportunities for sports and recreation activities equally with others.
- (ii) Make the entire campus barrier free so that services become accessible to the Persons with Disabilities.
- (iii) Provide necessary support, individual or otherwise, in creating an environment that would nurture academic and professional potentialities at par.
- (iv) 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) Monitor participation, progress in terms of attainment levels and completion of education in respect of every student with disability.
- (vi) Provide transportation facilities from University to Bus stand to the students with disabilities and its employees.

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Specific Measures to promote and Facilitate Inclusive Education, Guru Jambheshwar University of Science and Technology, Hisar shall take the following measures for the purpose of the facilitating inclusive education:

- (i) Provide books, other learning materials and appropriate assistive devices to students with benchmark disabilities up to the completion of the degree.
- (ii) Assist/arrange to obtain scholarships in appropriate cases to students with benchmark disability.

EMPLOYMENT

NON-DISCRIMINATION IN EMPLOYMENT

- (i) Guru Jambheshwar University of Science and Technology, Hisar shall provide appropriate barrier free and conducive environment to the employees with disabilities.
- (ii) No promotion shall be denied to a person on the ground of disability.
- (iii) Guru Jambheshwar University of Science and Technology, Hisar shall not dispense with or reduce in rank, an employee who acquires a disability during his or her service.
 - a. Provided 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.
 - b. 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.
- (iv) Guru Jambheshwar University of Science and Technology, Hisar shall frame policies for posting/transfer of employees with disabilities (within the University).
- (v) The University 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.

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SOCIAL SECURITY, HEALTH, CULTURE & RECREATION AND SPORTS ACTIVITIES

Social Security will be provided as per the rules of Government of India/Haryana, as applicable to the University. Health care services/ facilities will be provided as per the rules of Government of India/Haryana, applicable to the University. Culture and Recreation services would include facilities, support and sponsorship 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. Guru Jambheshwar University of Science and Technology, Hisar shall take measures to ensure effective participation of persons with disabilities in sports activities.
- b. Guru Jambheshwar University of Science and Technology, Hisar shall accord due recognition to the rights of persons with disabilities and shall make due provisions for promotion and development of their sporting talents.

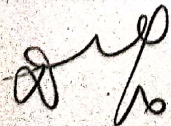
GRIEVANCE REDRESSAL OFFICER AND EQUAL OPPORTUNITY CELL

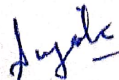
As per the mandate of the RPwD Act, the University has already appoint a Grievance Redressal Officer and Equal Opportunity Cell to provides all rights to the disabled students and employees.

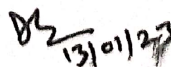
MEASURES TO BE UNDERTAKEN

AWARENESS CAMPAIGN:

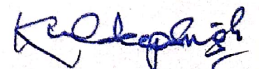
- I. Guru Jambheshwar University of Science and Technology, Hisar shall conduct, encourage, support, or promote awareness campaigns and sensitization programmes to ensure that the rights of the persons with disabilities provided under this Act are protected.
- II. The programmes and campaigns specified shall also:
 - 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.






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Post recruitment and Pre-promotion Induction training: It is an essential component of the service requirement of an employee. Induction training programme 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 of Haryana 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. Instructions issued by the State of Haryana from time to time will be followed.

EQUAL OPPORTUNITY CELL

For the effective implementation of this policy, an Equal Opportunity Cell, Guru Jambheshwar University of Science & Technology, Hisar is constituted.

Administration of Equal Opportunity Cell:-

1. Chairperson, Dean Academic Affairs
2. Professor – Incharge/Coordinator
3. Supportive staff.
4. Deputy Registrar (Faculty) as Grievance Redressal Officer for Persons with Disabilities Employees, Guru Jambheshwar University of Science & Technology, Hisar (Liaison, Maintenance of Records & Maintenance of Complaints Registered).

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**STATE COMMISSIONER FOR PERSONS WITH
DISABILITIES HARYANA**

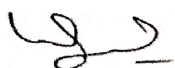
**REGISTRATION CERTIFICATE UNDER EQUAL
OPPORTUNITY POLICY**

This to certify that Equal Opportunity Policy of **Guru Jambheshwar University of Science & Technology, Hisar** is registered with this office under reference no 352/SCPD/SJE/2023 dated 01.02.2023 for a period of one year from 01.02.2023 up to 31.01.2024 subject to the compliance of the RPwD Rules, 2017 and Haryana RPwD Rules, 2019.

Place: Panchkula

Date: 01.02.2023




Raj Kumar Makkad
SCPD, Haryana