



**INDIAN COUNCIL OF AGRICULTURAL RESEARCH
KRISHI BHAWAN: NEW DELHI-110 001**

F.No.GAC-24-4/2018-CDN

Date: -12.07.2022

NOTIFICATION

In compliance to the statutory provisions, ICAR Hqrs. has framed and adopted Equal Opportunity Policy to give effect to the principle enshrined in the Rights of Persons with Disability Act, 2016 and Rights of Persons with Disability Rule, 2017.

A copy of the policy is enclosed for information and compliance by the officer/employees of ICAR Hqrs.


(Sumit Kumar Jindal)
Deputy Secretary (GAC)

Distribution:-

1. All officers/employees of ICAR hqrs. at Krishi Bhawan/KAB-I&II/& NASC.
2. All Directors/ Project Directors of all ICAR Institutes/ National Research Centres/ Project Coordinators/ Coordinated Research Projects/ ATARIs/ Bureaux etc. to frame Equal Opportunity Policy for their respective institutes in line with the ICAR hqrs. equal opportunity policy and get it registered with/endorse to the Chief Commissioner/ State Commissioner, as the case may be.
3. PSO to Secretary, DARE and DG, ICAR/PPS to Secretary, ICAR/PPS to JS and FA, DARE/ICAR.
4. Director (Admn.), ICAR
5. DKMA, ICAR for placing on the council's website and e-office.

EQUAL OPPORTUNITY POLICY

A policy adopted by the Indian Council of Agricultural Research Headquarters to give effect to the principles enshrined in the Rights of Persons with Disabilities Act, 2016 and the Rights of Persons with Disabilities Rules, 2017.

I. Preamble

The Indian Council of Agricultural Research Headquarters recognizes the value of a diverse work force and an inclusive and enabling work environment. We are committed to ensuring equal opportunities for people with disabilities and providing an environment and work culture which is inclusive of them. We seek to act proactively to facilitate their full participation in the work of the Organization. We are also committed to ensure that individuals with disabilities can interact with the organization in an environment which is optimal for the needs.

II. Scope

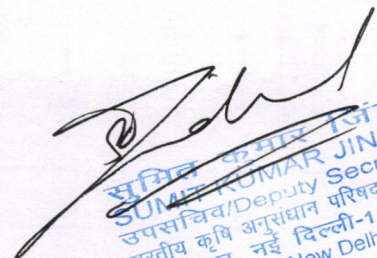
This policy shall apply to all those Indian Citizens who are employees of the Indian Council of Agricultural Research Headquarters including prospective applicants thereof.

This policy will apply to all properties and buildings under the ownership and/or functional control of this organization.

III. Definitions

In this policy, unless the context otherwise requires-

- (a) "barrier" means any factor including communicational, cultural, economic, environmental, institutional, political, social, attitudinal or structural factors which hampers the full and effective participation of persons with disabilities in society;
- (b) "Care-giver" means any person including parents and other family members who with or without payment provides care, support or assistance to a person with disability;
- (c) "Communication" includes means and formats of communication, languages, display of text, Braille, tactile communication, signs, large print, accessible multimedia, written, audio video, visual displays, sign language, plain-language, human-reader, augmentative and alternative modes and accessible information and communication technology;
- (d) "discrimination" in relation to disability, means any distinction, exclusion, restriction on the basis of disability which is the purpose or effect of impairing or nullifying the recognition, enjoyment or exercise on an equal basis with others of all human rights and fundamental freedoms in the


सुमित कुमार जिंदल
SUMIT KUMAR JINDAL
 उपसचिव/Deputy Secretary
 भारतीय कृषि अनुसंधान परिषद/ICAR
 कृषि भवन, नई दिल्ली-110001
 Krishi Bhawan, New Delhi-110001

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political, economic, social, cultural, civil or any other field and includes all forms of discrimination and denial of reasonable accommodation;

(e) "Organization" refers to Indian Council of Agricultural Research Headquarters including Krishi Bhawan, Krishi Anushandan Bhawan-I&II, and NASC Complex.

(f) "Person with Disability" means a person with long term physical, mental, intellectual or sensory impairment which, in interaction with barriers, hinder his full and effective participation in society equally with others;

(g) "public building" means a Government building, used or accessed by the public at large, including a building used for educational or vocational purposes, workplace, commercial activities, public utilities, religious, cultural, leisure or recreational activities.

IV. Policy Framework

The ICAR Hqrs. is committed to providing the following for people with disabilities:

(a) This Organization will ensure that the work environment is free from any discrimination against persons with disabilities and that no opportunity is denied to persons with disabilities, only on the ground of the disability.

(b) The Organization shall provide reservation in appointments, as per Government of India/ICAR instructions issued from time to time.

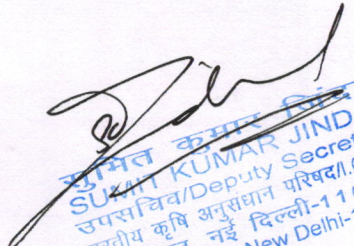
(c) The organization shall supportively consider, to the extent possible, the request of persons with disabilities with respect to intra-transfer/posting, for optimally utilising their services.

(d) The organization shall give preference, to the extent possible and considering other factors/norms, to the request by persons with disabilities for allotment of appropriate residential accommodation.

(e) In substantive public dealing and public interfaces, the organization will endeavour to make public buildings, accessible to people with disabilities in the following manner:

(i) provide barrier free access and assistive devices, including, but not limited to, ramp facilities, where feasible, at entrances; handrails and guardrails; accessible counters, etc.

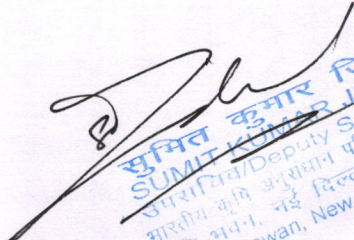
(ii) Ensure that there are adequate public facilities for the use of people with disabilities, including but not limited to, enabled washrooms and availability of potable water on all floors.


 सुमित कुमार जिंदल
 SUZAN KUMAR JINDAL
 उपसचिव/Deputy Secretary
 भारतीय कृषि अनुसंधान परिषद/ICAR.
 कृषि भवन, नई दिल्ली-110001
 Krishi Bhawan, New Delhi-110001

- (iii) Designate dedicated parking spots near suitable access points for the exclusive use of people with disabilities.
- (iv) Ensure that caregivers (When people with disabilities have to be accompanied by caregivers) are provided with requisite access or facilities to enable them to assist the said person.
- (f) The organization shall, by giving appropriate directions, ensure that the above mentioned provisions of this clause are also applied in buildings and properties which are used for public dealings of the council via outsourced agencies or its constituent field units.
- (g) The Organization will endeavour to ensure that all public documents, including website, are in accessible formats.
- (h) The Organization will endeavour to provide suitable facilities and amenities to persons with disabilities for the effective discharge of their functions, including, but not limited to, braille enabled computer systems, height adjustable desks, accessible plug sockets, tactile paving, etc.
- (i) The organization will endeavour to ensure that people with disabilities are enabled to participate in government meetings in a convenient mode of communication.
- (j) The organization shall consider supportively requests from persons with disabilities for additional staffing assistance on a priority basis, to the extent possible.
- (k) The organization shall ensure that the provisions for equal opportunity are enjoyed equally by women with disabilities.
- (l) The organization shall include awareness and sensitization training programmes for employees.
- (m) This policy shall be given appropriate publicity by being displayed prominently on website of the organization.
- (n) That subject to the provisions of the RPwD Act, 2016, ICAR shall not discriminate against any person with disability in any matter relating to employment.
- (o) That all provisions of the RPwD Act, 2016 & RPwD Rules, 2017 shall form a part of this policy document, to the extent it is applicable to ICAR Hqrs.

(V) **Grievance Redressal**

The organization shall appoint an officer not below the rank of a Gazetted officers as Grievance Redressal Officer. The Grievance Redressal Officer shall be head of a committee comprising of one SC/ST/OBC representative, a woman representative and a Person with


सुमित कुमार जिंदल
SUMIT KUMAR JINDAL
जारा/निर्देश/Deputy Secretary
भारतीय कृषि अनुसंधान परिषद/ICAR
कृषि भवन-1, नई दिल्ली-110001
Krishi Bhawan, New Delhi-110001

Disabilities. This Committee shall assist the Grievance Redressal Officer in the discharge of his/her functions.

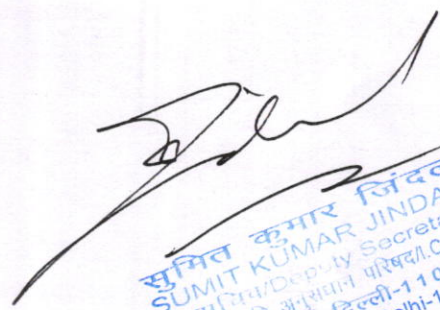
The Grievance Redressal Officer shall maintain a register of complaints of Persons with Disabilities as per the format in Annexure –I.

Employees with Disability have the right to file a complaint concerning any discrimination with the Grievances Redressal Officer. Any policy violation i.e. when any Person with Disability is discriminated against or not provided reasonable accommodation or denied access to any facility will be regarded as a grievance.

On investigation, if the employees against whom the complaint has been made is found guilty of voluntary discriminatory behaviour, she/he will be dealt in accordance with the provisions of the Rights of Persons with Disability Act and applicable conduct Rules, etc. Involuntary or indirect discrimination will be resolved through training, counselling and suitable modification of procedures when required to ensure fair treatment.

The above policy covers applicants with Disabilities for posts in the Organization, full time/part time employees, interns/trainees, contractual employees, including temporary employees. It also covers those employees who acquire disability during their work tenure. This policy also applies to all aspects of employment, be it recruitment, training, working conditions, salaries, transfers, employee benefits and career advancement.

Review of the policy shall be under taken at regular intervals.


सुमित कुमार जिंदल
SUMIT KUMAR JINDAL
उपसचिव/Deputy Secretary
भारतीय कृषि अनुसंधान परिषद/I.C.A.R.
कृषि भवन, नई दिल्ली-110001
Krishi Bhawan, New Delhi-110001

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ANNEXURE-I

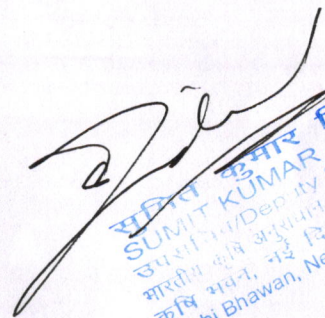
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Format for Maintaining Register of Complaints of Persons with Disabilities

(As Per 10(2) of the RPWD Rules, 2017)

Name of the Organization: _____

Date of Complaint	Name of Complainant	Name of the person who is enquiring the complaint	Place of incident	The name of establishment or person against whom the complaint is made	Gist of the complaint	Documentary evidence, if any	Date of disposal by the Grievance Redressal Officer	Details of disposal of the appeal by the district level committee, if any	Any other information


सुमित कुमार जिंदल
SUMIT KUMAR JINDAL
उप-सचिव/Dep. Secy Secretary
महाराष्ट्र कृषि अकादमी परिसर/ C.A.R.
कृषि भवन-1, नई दिल्ली-110001
Krishi Bhawan, New Delhi-110001