



वसुधैव कुटुम्बकम्
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केंद्र शासित प्रदेश लद्दाख प्रशासन
समाज एवं आदिवासी कल्याण विभाग
संघ राज्य सचिवालय, लद्दाख

THE ADMINISTRATION OF
UNION TERRITORY OF LADAKH,
SOCIAL & TRIBAL WELFARE DEPARTMENT,
UT Secretariat, Ladakh.

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Dated: 18.10.2023

PUBLIC NOTICE

Subject: Publication of Equal Opportunity Policy for Persons with Disabilities under section 21 of the Right of Persons with Disabilities Act, 2016.

The Rights of Persons with Disabilities (RPWD) Act, 2016 was passed by the Parliament of India in the year 2016 and came into force with effect from 19th April 2017.

Section 21(1) of the Rights of Persons with Disabilities Act, 2016 provides 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.

Section 21(2) of the said Act makes provision 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 8 (1) of the Rights of Persons with Disabilities (RPWD) Rules, 2017 states that every establishment shall publish equal opportunity policy for persons with disabilities.

Rule 8 (2) of the RPWD Rules, 2017 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) 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;

- (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.

Rule 8 (4) of the RPwD Rules,2017 also provides that the equal opportunity 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, every establishment/Organization are hereby directed to publish Equal Opportunity Policy for Persons with Disabilities and display the same preferably on their website, failing which, at conspicuous places in their premises.

By the order of the Lieutenant Governor of Ladakh.

(Padma Angmo) IIS/पद्मा अंगमो,
Commissioner/ Secretary/आयुक्त /सचिव
Social & Tribal Welfare Dept./ समाज एवं आदिवासी कल्याण विभाग

Copy to:

1. **JD Information, UT of Ladakh for wide publicity in both print as well as electronic media.**
2. **SIO NIC, UT Ladakh, for publication in all the official websites of UT of Ladakh.**

Copy also to:

1. All Administrative Secretaries, UT of Ladakh
2. All HODs, UT of Ladakh, including Corporations and financial institutions.
3. Registrar, University of Ladakh.
4. DCA, Constituent Colleges, University of Ladakh.
5. District Social Welfare Officer, Leh and Kargil, UT of Ladakh.
6. Project Officer, National Centre for Promotion of Employment for Disabled People (NCPEDP).
7. OSD to Hon'ble Lt. Governor, UT of Ladakh for info. of HLG, UT of Ladakh.
8. OSD to Adv. to Hon'ble Lt. Governor, UT of Ladakh for info. of Advisor, UT of Ladakh.