

भारत सरकार
Government of India
परमाणु ऊर्जा नियामक परिषद
Atomic Energy Regulatory Board

नियामक भवन Niyamak Bhavan,
अणुशक्तिनगर Anushaktinagar,
मुंबई Mumbai – 400 094.

**EQUAL OPPORTUNITY POLICY FOR PERSONS WITH BENCHMARK
DISABILITIES(PwBD) IN ATOMIC ENERGY REGULATORY BOARD (AERB)**

The Government of India has enacted the Rights of Persons with Disabilities Act, 2016(RPwD Act) and notified the Right of Persons with Disabilities Rules, 2017 to give effect to the principles enshrined in the United Nations Convention on Rights of Persons with Disabilities (2006). Rule 8 of RPWD Rules, 2017 mandates that every establishment shall display the Equal Opportunity Policy on its websites and other conspicuous places. Accordingly, the Equal Opportunity Policy of Atomic Energy Regulatory Board is hereby framed as follows :

2. **SCOPE :**

It is the endeavour of this Board to ensure that person with disabilities have the right to equal opportunity at workplace and ensure a conducive atmosphere at workplace in effectively discharging their duties. This Board will strive to ensure that no discrimination of any sort in career progression or working opportunity is faced by an employee on the grounds of disability.

3. **DEFINITIONS :**

The definitions of different terms used in this Policy will be as prescribed under the Rights of Persons with Disabilities Act, 2016 and the Right of Persons with Disabilities Rules, 2017. However, the scope of definition of Government Establishment and public building under this policy would not apply to areas which has been declared as "prohibited area" under the Atomic Energy Act due to strategic & safety reasons i.e, any area or premise where work including research, design or development is carried on in respect of the production, treatment, use, application or disposal of atomic energy or of any prescribed substance.

4. **POLICY FRAMEWORK :**

Under the ambit of this policy, Atomic Energy Regulatory Board is committed to providing the following :

- a) To 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) To provide reservation in appointments / promotions, as per Government of India instructions issued from time to time.
- c) To supportively consider, to the extent possible, the request of persons with disabilities with respect to transfer during promotion and intra-transfer/posting, for optimally utilising their services.
- d) To give preference, to the extent possible, to the requests by persons with disabilities for allotment of appropriate residential Government accommodation.
- e) To initiate awareness and sensitization training programmes for employees vis-a-vis employees with PwBD.
- f) To follow Government rules regarding Leave to employees to meet specific requirement of disabilities.
- g) To provide Special Leave and higher transport allowances admissible to PwBDs as per Government Rules and higher education allowance for children with disabilities.
- h) To make premises and office space accessible to PwBDs unless it is deemed to be a restricted or prohibited place under Atomic Energy Act and will compromise the strategic interest of the country.
- i) To provide assistance devices to PwBDs.
- j) To provide appropriate Grievance redressal mechanism.
- k) This Policy shall be given appropriate publicity by being displayed prominently on websites of the Department.
- l) This Policy may be reviewed / reassessed periodically.

5. **LIAISON OFFICER :**

The Board shall appoint an Officer not below the rank of Deputy Secretary as "Liaison Officer in respect of the matters relating to PwBD"

6. **GRIEVANCE REDRESSAL :**

The Board shall appoint a Senior Officer as "Grievance Redressal Officer for PwBD". The Officer shall maintain a register of complaints of PwBD. The Officer shall investigate the complaint and shall take up the matter with the establishment for corrective action. Further, every complaint shall be enquired within 2 months of its registration and outcome thereof or action taken thereon, shall be communicated to the Complainant / PwBD.