



चौधरी रणबीर सिंह विश्वविद्यालय, जीन्द
Chaudhary Ranbir Singh University, Jind
(Established by the State Legislature Act 28 of 2014)
(Recognized Under Section 2(f) of UCG Act, 1956)



Copy of extract of Resolution No. 07 of the Executive Council in its 31st meeting held on 17th March, 2023.

To report the action taken by the Hon'ble Vice-Chancellor U/S 11(7) of the University Act, 2014 in approving the Equal Opportunity Policy For Persons With Disabilities, 2022 prepared by the constituted Committee in its meeting held on 20.01.2023.

Resolved that the above action taken by the Vice-Chancellor be Noted. The Registrar apprised the House that the Equal Opportunity Policy for PWD 2022 has also been registered by the Commission for Persons with Disabilities.

(ESTABLISHMENT BRANCH)

Endst. No. CRSU/Estt./2023/1521-1526

Dated: 06-04-2023

A copy of the above along with the copy of Equal Opportunity Policy for Persons with Disabilities, 2022 (**copy enclosed**) are forwarded to the following for information and necessary action:

1. All Deans/Chairpersons/In-Charges of University Teaching Departments/Branch Officers, Chaudhary Ranbir Singh University, Jind.
2. Sh. Raj Kumar Makkad, State Commissioner for Person with Disabilities, Haryana for kind information.
3. Assistant Registrar (Academic), Chaudhary Ranbir Singh University, Jind as an Action Taken Report (ATR).
4. Dr. Amit Kumar, System Analyst, CRSU, Jind to upload the Equal Opportunity Policy for Persons with Disabilities, 2022 on the University Website for wide publicity.
5. PS to Vice Chancellor (for kind information of the Vice Chancellor), Chaudhary Ranbir Singh University, Jind.
6. PA to Registrar (for kind information of the Registrar), Chaudhary Ranbir Singh University, Jind.

DA: As Above


**Deputy Registrar (Estt.)
For Registrar**

STATE COMMISSIONER FOR PERSONS WITH DISABILITIES HARYANA


REGISTRATION CERTIFICATE UNDER EQUAL OPPORTUNITY POLICY

This to certify that Equal Opportunity Policy of Chaudhary Ranbir Singh University, Jind is registered with this office under reference no 471/SCPD/SJE/2023 dated 22.02.2023 for a period of one year from 22.02.2023 up to 21.03.2024 subject to the compliance of the RPwD Rules, 2017 and Haryana RPwD Rules, 2019.

Place: Panchkula

Date: 22.02.2023




Raj Kumar Makkad
SCPD, Haryana



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(Established by the State Legislature Act 28 of 2014)

Recognized u/s 12-B & 2(D) by UGC Act 1956)



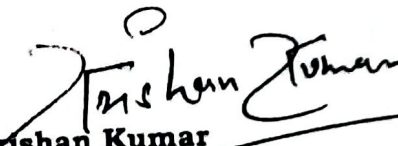
Minutes of the meeting of Committee regarding for finalize the equal opportunity policy under Section 21 of the Act under the PwD Act held on 20-01-2023 (01:00 P.M) in the Office of Dr. Sunil Kumar Phougat, Associate Professor, Dept. of Economics, Chaudhary Ranbir Singh University, Jind.


The following were present:

1. Dr. Sunil Kumar Phougat, Associate Professor, Dept. of Economics, CRSU, Jind.
2. Dr. Neeraj Singh, Deputy Registrar, Establishment Branch, CRSU, Jind.
3. Dr. Rakesh Sihmar, Assistant Professor, Dept. of Economics, CRSU, Jind (Nodal Officer).
4. Dr. Krishan Kumar, Assistant Professor (C), Dept. of Music and Dance, CRSU, Jind

The Committee has discussed and examined the recommendations of State Commissioner for Persons with Disabilities, Haryana regarding the Equal Opportunity Policy for Persons with Disabilities 2022.

After detailed discussion, the Committee has drafted the Equal Opportunity Policy for Person With Disabilities 2022 by incorporating the suggestions received from the State Commissioner for Persons with Disabilities, Haryana as attached at **Annexure-X**.


Dr. Krishan Kumar


Dr. Rakesh Sihmar


Dr. Neeraj Singh


20.01.23
Dr. Sunil Kumar Phougat

EQUAL OPPORTUNITY POLICY FOR PERSONS WITH DISABILITIES 2022



Chaudhary Ranbir Singh University, Jind

Established by the State Legislature Act 28 of 2014
(Recognized Under Section 12(b) & 2(f) of UGC Act, 1956)

Prishan Kumar

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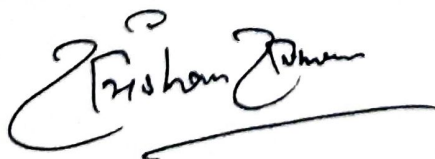
EQUAL OPPORTUNITY POLICY FOR PERSONS WITH DISABILITIES 2022

INTRODUCTION

Chaudhary Ranbir Singh University, Jind as an eminence Institution of Higher Education is committed to provide equal opportunities to all sections of the University community. In this regards, the University has given special focus on all the issues and problems which are faced by the person with disabilities. CRS University is committed towards eliminating all forms of unlawful discrimination (which includes direct discrimination, indirect discrimination) and denial of reasonable accommodation and harassment of Persons With Disabilities. 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 (EO) 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.



PURPOSE

The EO Policy of 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 EO 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).

COMMITMENT

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) CRS University, Jind 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.

A *20/01/21* *[Signature]* *[Signature]*

- (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.
- (viii) University shall ensure the proper Hostel facilities to the PwD students and also ensure the reasonable accommodation for PwD employees. ✓

SPECIAL CASUAL LEAVE

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

TRAVEL, STAY AND TRANSPORT

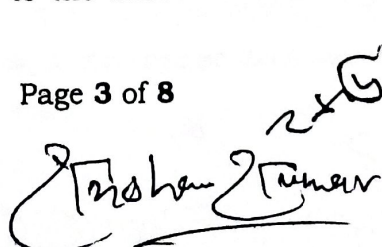
The Haryana Civil Services (Travelling Allowance) Rules, 2016 shall be followed.

EMPLOYEE ENGAGEMENT AND SOCIAL INCLUSION

The Department of Higher Education, Haryana 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.

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 environments that would nurture academic and professional potentialities at par.
- ✓ (iv) Proper reservation Policy is adopted in admission in all the courses of University Teaching Departments for the Persons with Disabilities as per Haryana Government Reservation Rules.
- (v) 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.
- (vi) Monitor participation, progress in terms of attainment levels and completion of education in respect of every student with disability.
- (vii) Provide transportation facilities from University to Bus stand to the students with disabilities and its employees.

Specific Measures to promote and Facilitate Inclusive Education CRS University 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) CRS University, Jind 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) CRS University, Jind 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) CRS University, Jind may 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.

SOCIAL SECURITY, HEALTH, <u>CULTURE</u> & RECREATION & SPORTS ACTIVITIES

Culture

Social Security will be provided as per the rules of Government of India, applicable to the University. Health care services/ facilities will be provided as per the rules of Government of India, 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. CRS University, Jind shall take measures to ensure effective participation of persons with disabilities in sports activities.
- b. CRS University, Jind shall accord due recognition to the rights of persons with disabilities and shall make due provisions for promotion and development of their sporting talents.
- c. CRS, University, Jind shall ensure all the basic Medical Facilities and reimbursement to the PwD employees as per State Government Rules and Regulations effective from time to time. ✓

NODAL OFFICER AND EQUAL OPPORTUNITY CELL

As per the mandate of the RPWD Act, the university has already appoint a Nodal Officer and Equal Opportunity Cell to provides all rights to the disabilities students and employees.

MEASURES TO BE UNDERTAKEN

AWARENESS CAMPAIGN:

- I. CRS University, Jind 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 sensitisation at the University and professional training level on the human condition of disability and the rights of persons with disabilities.
 - d. Provide orientation and sensitisation on disabling conditions and rights of persons with disabilities to employers, administrators, co-workers and among the students.

Facilities and amenities to be provided to the Persons with Disabilities to enable them to effectively discharge their duties in the Establishment- The University aims to ensure that our physical and digital infrastructure (buildings, furniture, facilities and services in the building) adheres to the accessibility standards as prescribed by the Government of India. The University also aims to revamp its existing buildings to ensure strict compliance with the RPWD Act 2016.

- Provision of ramps and grab bars in all Buildings and Hostels.
- Provision of wider door ways to enable access to Buildings and Workplaces.
- Provision of PwD friendly lifts and tactile paths in the University campus.
- Provision of facilities of Wheelchairs in all Buildings and Hostels.

Post recruitment and Pre-promotion Induction training:

It is an essential component of the service requirement of an employee. Induction training programmes 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.

24/6/12

