

OFFICE OF THE DEPUTY DIRECTOR OF EDUCATION (IEDSS & IE-SSA),
(ADMINISTRATIVE CELL), DIRECTORATE OF EDUCATION, GNCT OF DELHI
AMRITA SHERGIL SCHOOL BLDG, LAJPAT NAGAR-IV,
NEW DELHI-110024

No. F.92/DDE(IEDSS)/Admn.Cell/2017-18/ 2406-14

Dated:31/03/2018

ORDER

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, I am directed to disseminate the approved Equal Opportunity Policy for Persons with Disabilities (Annexure-I) to follow in all schools and establishments of Directorate of Education, GNCTD.

This issues with the prior approval of Director (Education), GNCTD.



(ASEEM KUMAR GOEL)
DEPUTY DIRECTOR OF EDUCATION (IEDSS)

No. F.92/DDE (IEDSS)/Admn.Cell/2017-18/ 2406-14

Dated: 31/03/2018

Copy to:

1. P.S. to Pr. Secretary (Education), GNCTD
2. P.S. to Director (Education), Directorate of Education, GNCTD
3. P.A. to Spl. DE (Admn.), Directorate of Education, GNCTD
4. P.A. to Spl. DE (IEDSS), Directorate of Education, GNCTD
5. All RDEs, Directorate of Education, GNCTD
6. All DDEs, Directorate of Education, GNCTD
7. All ADEs (E-I, E-II, E-III, E-IV, E-V & Secretariat Branch), Directorate of Education, GNCTD
8. All HOS of Govt. & Govt. Aided Schools, Directorate of Education, GNCTD
9. ✓ In-charge (Computer Cell), Directorate of Education with the request to upload the order on the website of the department.
10. Guard File



(ASEEM KUMAR GOEL)
DEPUTY DIRECTOR OF EDUCATION (IEDSS)

**OFFICE OF THE DEPUTY DIRECTOR OF EDUCATION (IEDSS)
(ADMINISTRATIVE CELL), DIRECTORATE OF EDUCATION, GNCT OF DELHI
AMRITA SHERGIL SCHOOL BLDG, BEHIND LADY SRI RAM COLLEGE
LAJPAT NAGAR-IV, NEW DELHI-110024**

EQUAL OPPORTUNITY POLICY FOR PERSONS WITH DISABILITIES

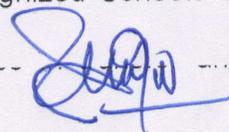
The Government of India has enacted Rights of Persons with Disabilities (RPwD) Act, 2016 from 19 April 2017 and has also notified the Rights of Persons with Disabilities Rules, 2017 dated 15.06.2017. The Section 21 (1) of RPwD Act 2016 states that every establishment shall notify Equal Opportunity Policy 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. The Section 21 (2) of said Act provides that every establishment shall register a copy of the said policy with the Chief Commissioner or the State Commissioner, as the case may be.

The Rule 8 of RPwD Rules 2017 also states about the manner of publication of equal opportunity policy.- (1) Every establishment shall publish Equal Opportunity Policy for Persons with Disabilities. Rule 8 (2) 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) 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. facilities and amenities 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 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, instructions have been issued to Private Unaided Recognized Schools of Delhi to

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publish Equal Opportunity Policy for Persons with Disabilities and display the same preferably on their website, failing which, at conspicuous places in their premises.

In line with the above mentioned provisions, it is reiterated that Directorate of Education, GNCT of Delhi is committed to providing appropriate inclusive education to Children with Disabilities (CwD) enrolled in its schools. At present, approximately 12000 CWSN are studying in the schools of Directorate of Education from class I-XII. Directorate of Education has taken various steps to ensure that effective inclusive education is imparted to these children. Currently, the department has 1022 Special Education Teachers, including regular and guest teachers working with CwD for effective implementation of Inclusive Education apart from a dedicated branch known as IEDSS for the purpose.

Directorate of Education, GNCT of Delhi is also committed to provide appropriate facilities and amenities to the PwD employees for effective discharge of their duties as per guidelines of GOI.

Further, Directorate of Education is committed to the implementation of the following policy decisions for inclusive education to Children with Disabilities:

- Admission of Children with Special Needs without discrimination and providing education and opportunities for sports and recreation activities equally with others;
- Age relaxation to children with disabilities at entry level classes;
- Every child with benchmark disability between the age of six to eighteen years shall have the right to free education in a neighbourhood Govt./Govt. aided schools, or in a special school, of his/her choice.
- Every child with benchmark disability has access to free education in an appropriate environment till he/she attains the age of eighteen years in a neighbourhood Govt./Govt. aided schools, or in a special school, of his/her choice.
- Provision of full time services of Special Education Teachers (regular/guest) in every Govt. school of Directorate of Education;
- Preparation of Individualized Education Plan (IEP) for Children with Special Needs (CWSN) studying in Government Schools for Classes I-XII;
- Monitoring and review of the IEPs in all Govt. schools. IEP review meetings twice in a year, first in July and second during February;
- In-service cross disability training to Special Education Teachers (SETs) to facilitate diverse categories of CWSN;
- Annual screening & identification of CWSN at school level;
- Annual Assessment Camps for CWSN at District level for aids and appliances;
- Availability of instructional material at school level based on the need of CWSN under IEDSS as well as IE-SSA;
- Exposure visits of peers and CWSN for Class;
- Orientation / Counselling programmes for parents of CWSN;
- Orientation programmes for HOS and subject teachers on Inclusive Education;
- Resource Room / Resource corner at School level;



- Establishment of Resource Centres (in progress) for CWSN with facilities for Special Education and related services like physiotherapy, occupational therapy, speech therapy, behavior modification, counselling etc;
- Provision for Attendant / Helper to children with severe disabilities;
- Computer installed with Job Access with Speech software for Children with Visual Impairment;
- Top Up scholarship to CWSN;
- Braille books to all children with blindness from class I to XII;
- Large print book/magnified book to low vision children;
- Provision of allowances- Transport, Escort, Girls Stipend, Reader Therapeutic under IE-SSA & IEDSS;
- Provisions of concession and relaxation to CWSN as per CBSE guidelines.

Directorate of Education has a liaison officer to look after the recruitment of persons with disabilities and provisions of facilities and amenities for such employees and is following all the guidelines of DoPT, GOI for the following:

- i. Posts identification suitable for persons with disabilities in the establishment;
- ii. For selection of persons with disabilities for various posts, post-recruitment and pre-promotion training, preference in transfer and posting, special leave, and other facilities.

This issues with the prior approval of Competent Authority.

(ASEEM KUMAR GOEL)
DEPUTY DIRECTOR OF EDUCATION (IEDSS)

**OFFICE OF THE DEPUTY DIRECTOR OF EDUCATION (IEDSS & IE-SSA),
(ADMINISTRATIVE CELL), DIRECTORATE OF EDUCATION, GNCT OF DELHI
AMRITA SHERGIL SCHOOL BLDG, LAJPAT NAGAR-IV,
NEW DELHI-110024**

No. F.92/DDE(IEDSS)/Admn.Cell/2017-18/2398-2405

Dated: 31/03/2018

ORDER

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. facilities and amenities 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, all HOS/Manager of Private Unaided Recognized Schools of Delhi 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.

This issues with the prior approval of Director (Education), GNCTD.



(ASEEM KUMAR GOEL)
DEPUTY DIRECTOR OF EDUCATION (IEDSS)

No. F. 92/DDE (IEDSS)/Admn.Cell/2017-18/ 2398-2405

Dated: 31/03/2018

Copy to:

1. P.S. to Pr. Secretary (Education), GNCTD
2. P.S. to Director (Education), Directorate of Education, GNCTD
3. Addl. DE/Consultant (HQ), Directorate of Education, GNCTD
4. DDE(PSB), Directorate of Education, GNCTD
5. P.A. to Spl. DE (IEDSS), Directorate of Education, GNCTD
6. P.A. to Addl. DE (PSB), Directorate of Education, GNCTD
7. All DDE (District), Directorate of Education, GNCTD
8. ✓ In-charge (Computer Cell), Directorate of Education with the request to upload the order on the website of the department.
9. Guard File



(ASEEM KUMAR GOEL)
DEPUTY DIRECTOR OF EDUCATION (IEDSS)