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## EXTRAORDINARY

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#### NOTIFICATION

**No. B.16013/4/2024-LR,SWC, the 20<sup>th</sup> June, 2024:** In pursuance of Social Welfare, Tribal Affairs, Women & Child Development Department Notification No.B-13016/5/2022-SWD dt.21.03.2024 and the power conferred by Section 21 of the rights of Persons with Disabilities Act, 2016, the Competent Authority is pleased to notify Equal Opportunity Policy for Persons with Disabilities covering all the differently abled employees at every establishment under Land Resources, Soil & Water Conservation Department.

Land Resources, Soil & Water Conservation Department is committed towards eliminating all forms of discrimination (direct and indirect) as well as creating an inclusive and accessible, conducive work environment ensuring that Persons with Disabilities have the same opportunities as their non-disabled counterparts.

The policy applies to all regular and provisional employees, job applicants and visitors at every establishment under Land Resources, Soil & Water Conservation Department and it shall also extend to those employees who acquire disability/disabilities during their service/engagement. The policy shall cover all aspects of employment including recruitment, facilities and other conditions and privileges of employment.

- (a) Persons with Disabilities will be considered for available posts within prescribed quota based on their qualifications and ability to perform the essential functions of the job. Selection will be conducted in a manner that is fair and transparent and in compliance with all applicable laws and regulations under Land Resources, Soil & Water Conservation Department. Officer in charge shall be appointed to oversee recruitment of person with disability.
- (b) Ensure barrier free on physical (buildings, ramps, grab bars, furniture, facilities and service) and digital infrastructures to the accessibility standards for Persons with Disabilities to enable them to effectively discharge their duties within the department.
- (c) Persons with Disabilities will be given, as far as possible, special consideration in transfer and posting, taking into account their specific needs and requirement.
- (d) The differently abled employee shall be provided special leave of reasonable time for medical appointment, rehabilitation and necessary adjustment to works, schedules or duties.
- (e) All officers and staff under Land Resources, Soil & Water Conservation Department shall abide by the Equal Opportunity Policy for Person with Disabilities.

**Dr. Lalzarmawia Chhangte**

Secretary to the Govt. of Mizoram

Land Resources, Soil & Water Conservation Department.