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NOTIFICATION

No.A.46011/1/2024-RD, the 16th July, 2024: In exercise of the power conferred by Section 21(1) of “The persons with Disabilities Act, 2016”, the Governor of Mizoram is pleased to Notify “**Equal Opportunity Policy for Person with Disabilities under Rural Development Department**” with effect from the date of publication in the Official Gazette of Mizoram. The policy aims to promote an inclusive work environment that provides equal opportunities to persons with disabilities, and to ensure the health, safety, and welfare of all employees and visitors of the department.

This policy applies to all regular and provisional employees, job applicants, and stakeholders interacting with the Rural Development Department. It also extends to those employees who acquire disability during their services. It covers all aspects of employment, including recruitment, and other conditions and privileges of employment.

The Rural Development Department is committed to upholding the principles of equality, diversity, and inclusion. This policy is designed to ensure equal opportunities in employment for persons with disabilities and to foster an inclusive environment that supports their full participation in all aspects of departmental operations. The department is dedicated to providing necessary accommodations and promoting a culture of respect and inclusion for all employees.

1. **Non-Discrimination:** Rural Development Department shall not discriminate against any individual on the basis of disability in matters of recruitment, promotion, posting and employment.
2. **Accessibility:** Rural Development Department will ensure that physical and digital infrastructure is accessible to persons with disabilities, including but not limited to ramps, lifts, and assistive technologies. The department will take measures to retrofit existing buildings and infrastructure to make them accessible to persons with disabilities.
3. **Reasonable Accommodation:** The department will provide reasonable accommodation to employees with disabilities, which may include flexible working hours, special leave, and modification of equipment or furniture. Employee with disabilities will be given preference in the allotment of residential accommodation/govt quarter, wherever applicable, to ensure that their living arrangements are conducive to their needs.
4. **Preference in transfer and posting :** Special consideration will be given to employees with disabilities in transfer and posting, taking into account factors such as accessibility and proximity to medical facilities.
5. **List of posts identified suitable for person with disabilities :** As per recommendation of the minute of the Expert committee on Identification of posts for person with benchmark disabilities

held in the Office chamber of Commissioner & Secretary, DP&AR on 17.06.2024, the following posts (excluding common posts) are identified suitable for persons with disabilities under Rural Development Department - Assistant Rural Engineer, Account Officer, Extension Officer (RD), Head Mechanic, Junior Extension Officer(RD), Gram Sevika and Technician.

6. **Special arrangement during recruitment process and trainings:** The department will ensure that during the recruitment process and subsequent training programs, arrangements are made in accordance with the specific needs of persons with disabilities to facilitate their inclusion and success within the department.
7. **Skill Development and Specialized Training:** Specialized training programs will be organized to enhance the skills and capabilities of persons with disabilities. The RD Department will collaborate with local NGOs and government initiatives to provide vocational training and rehabilitation services to persons with disabilities, ensuring their integration into the workforce and society.
8. **Awareness and Sensitization:** Regular awareness programs will be conducted to sensitize the staff about the rights and needs of persons with disabilities.
9. **Unique Disability Identity (UDID):** Rural Development Department will support the implementation of the Unique Disability Identity (UDID) system by facilitating the registration and issuance of disability ID cards through the online portal, thereby contributing to the creation of a unified national database for Persons with Disabilities.
10. **Grievance Redressal:** A Grievance Redressal Officer will be appointed, and a dedicated mechanism will be established for the redressal of grievances related to discrimination or lack of accessibility.
11. **Appointment of Liaison Officer:** Rural Development Department will appoint a dedicated liaison officer responsible for overseeing the recruitment of persons with disabilities and ensuring the provision of facilities and amenities for such employees. This officer will serve as a crucial link between the department and its employees with disabilities, facilitating a supportive and inclusive work environment. The liaison officer will be trained on disability equality and etiquettes to effectively carry out their duties, as mandated by the Mizoram Rights of Persons with Disabilities Rules, 2017.
12. **Monitoring and Evaluation:** The implementation of this policy will be regularly monitored, and necessary adjustments will be made to improve its effectiveness. Rural Development Department will establish a monitoring mechanism to ensure the effective implementation of the Equal Opportunities Policy, making adjustments as necessary to improve its effectiveness and compliance with state and national legislation.

The implementation of this policy is the collective responsibility of all Officer and staff in the department. The Nodal Officer for Disability Affairs will oversee the policy's execution and report to the department head. Any official found to be in violation of this policy may be subjected to disciplinary action, up to and including termination of employment.

This policy will be reviewed periodically, and amendments will be made in accordance with legislative changes and departmental requirements.

R. Zarzosanga

Commissioner & Secretary to the Govt. of Mizoram
Rural Development Department.