



# The Mizoram Gazette

## EXTRAORDINARY

### Published by Authority

RNI No. 27009/1973

VOL - LIII Aizawl, Friday 18.10.2024 Asvina 26, S.E. 1946, Issue No. 695

#### NOTIFICATION

**No. A.12027/1/2023-FCS&CA, the 11<sup>th</sup> October, 2024:** In pursuance of Social Welfare, Tribal Affairs, Women & Child Development Department Notification No.B.13016/5/2022-SWD dated 21.02.2024 and the power conferred by section 21(1) of Rights of persons with Disabilities Act, 2016, the Competent Authority is pleased to notify Equal Opportunity Policy for Persons with Disabilities under Food, Civil Supplies & Consumer Affairs Department with immediate effect.

The Food, Civil Supplies & Consumer Affairs Department will commit towards creating an inclusive and accessible work environment and ensure that persons with disabilities have the same opportunities for employment and professional development as their non-disabled counterparts. The Department also aims to eliminate all forms of unlawful discrimination and harassment towards persons with disabilities.

The policy shall apply to all regular and provisional employees, job applicants and visitors at every establishment under the Food, Civil Supplies & Consumer Affairs Department. It shall also extend to those employees who acquire disability/disabilities during their service. It shall cover all aspects of employment including recruitment and other conditions and privileges of employment.

- 1. Non-Discrimination:** Food, Civil Supplies & Consumer Affairs department shall not discriminate against any individual on the basis of disability in matters of recruitment, promotion, posting and employment.
- 2. Accessibility:** Food, Civil Supplies & Consumer Affairs 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/government 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. **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.
6. **Awareness and Sensitization :** Regular awareness programs will be conducted to sensitize the staff about the rights and needs of persons with disabilities.
7. **Unique Disability Identity (UDID) :** Food, Civil Supplies & Consumer Affairs 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.
8. **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.
9. **Appointment of Liaison Officer:** Food, Civil Supplies & Consumer Affairs 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.
10. **Monitoring and Evaluation :** The implementation of this policy will be regularly monitored, and necessary adjustments will be made to improve its effectiveness. Food, Civil Supplies & Consumer Affairs 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.

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Secretary to the Govt. of Mizoram,  
Food, Civil Supplies & Consumer Affairs Department.