



भारत सरकार / GOVERNMENT OF INDIA

कृषि एवं किसान कल्याण मंत्रालय / Ministry of Agriculture and Farmers Welfare

कृषि एवं किसान कल्याण विभाग / Department of Agriculture and Farmers Welfare

केन्द्रीय कृषि मशीनरी प्रशिक्षण एवं परीक्षण संस्थान / CENTRAL FARM MACHINERY TRAINING & TESTING INSTITUTE

ट्रैक्टर नगर, बुदनी (म०प्र०) / TRACTOR NAGAR, P.O., BUDNI (M.P.) 466445

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(AN ISO-9001:2015 CERTIFIED INSTITUTE)

फा.सं./F. No.:6-1/2019-Estt.

दिनांक/Date:18.07.2023

## **EQUAL OPPORTUNITY POLICY FOR PERSONS WITH DISABILITIES**

The Government of India has enacted Rights of Persons with Disabilities (RPwD) Act, 2016 and has also notified the Rights of Persons with Disabilities Rules, 2017. The Section 21(1) of Opportunity Policy provides the 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 Rule 8 of RPwD Rules, 2017 also states about the manner of publication of equal opportunity policy. Subject rule provides that 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.

In pursuance of the above mentioned provision; this Institute believes that for better functioning of democracy, each person is important and they must get their rights. Further, this Institute believes in equality to persons with Disabilities (PwD), and also makes every possible provision for facilitating their access, living and discharging of duties with ease in Central Farm Machinery Training and Testing Institute.

This Institute is committed to comply with the directions issued by the Commission with regards to Persons with Disabilities (PwD) and to ensure compliances of the instructions/directions of the commission in the matter of providing facilities to persons with disabilities. This Institute is also committed to provide proper facilities and amenities to the PwD employees for effective discharge of their duties as per the guidelines of Commission. Further, it is also committed to implement the following policy decision to PwD employees:-

- (i) It is to ensure that a PwD employee enjoys the right to equality, life with dignity and respect for his or her integrity equally with other persons.
- (ii) It is to ensure that no discrimination with the officer/officials under PwD category is made in this Institute.
- (iii) It is to ensure that no officer/official shall be deprived of his or her personal liberty only on the ground of disability in this Institute.

(iv) It is to ensure that PwD are not being treated inhuman and to prevent any illtreat, a Grievance Officer is appointed to hear the pleading/request/grievances of PwD employees working in this Institute.

(v) It is to ensure that ramps are provided wherever required for their easy access and necessary assistive devices are to be provided to have a better working condition for PwDs.

(vi) It is to ensure that additional supporting staff (wherever applicable) being provided to PwDs in delivering their assign work.

(vii) It is to ensure that extra care and support be provided to person with disability to perform his/her duty effectively and gracefully in this Institute.

(viii) This Institute is a Subordinate Office of the Department of Agriculture & Farmers Welfare, Ministry of Agriculture & Farmers' Welfare, Govt. of India, Krishi Bhawan, New Delhi and this ministry being the Cadre Controlling Authority deals with the Recruitment/ Appointment/ Posting/ Transfer of the employees of the Institute and the Institute only reports the vacancies to the ministry as and when it arises.

(xi) As regard to appointment of Nodal officer for Grievance Redressal; Shri Arun Kumar Sharma, Assistant Director (Official Language) of this Institute is appointed as the Grievance Redressal Officer under the Right of the Person with Disabilities Act, 2016.

(A K Upadhyay)  
Director (IC)

Head of Department (HoD)

**Distribution:-**

- Guard File
- ✓ - Shri Ravi Kumar, Instrumentation Engineer- **To publish in Institute's Website**
- Shri A K Sharma, Assistant Director (OL) - **Grievance Redressal Officer for PwD**

**Copy to:-**

- Shri sunil Kumar Under Secretary(M&T-Admn.), Department of Agriculture & Farmers Welfare, Ministry of Agriculture & Farmers' Welfare, Govt. of India, Krishi Bhawan, New Delhi-110001

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Director (IC)

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