

# **BYPL'S EQUAL OPPORTUNITY POLICY FOR PERSON WITH DISABILITY**

(THE RIGHTS OF PERSONS WITH DISABILITIES ACT, 2016

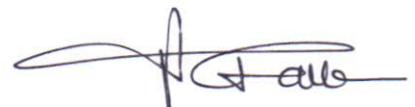
READ WITH  
THE RIGHTS OF PERSONS WITH DISABILITIES RULES, 2017  
&  
THE DELHI RIGHTS OF PERSONS WITH DISABILITIES RULES, 2018

A handwritten signature in black ink, appearing to be 'K. A. Rao', located at the bottom right of the page.

## TABLE OF CONTENTS

Page

1. Preface
2. Scope & Applicability
3. Objective of the Policy
4. Definitions
5. Facilities and Amenities
  - a) Physical Infrastructure
  - b) Digital Infrastructure
  - c) Reasonable Accommodation
6. List of positions identified
7. Manner of selection
  - a) Vacancy advertisement and application
  - b) Selection process
8. Other Facilities
  - a) Post Recruitment Training and Pre-Promotion Training
  - b) Preference in Transfer and Posting
  - c) Disability Leave
  - d) Preference in allotment of residential accommodation
  - e) Travel, Stay and Transport
  - f) Meetings, Conferences, Workshops and Seminars
  - g) Working environment
  - h) Office environment
  - i) Flexible work arrangements and organization of work
9. Provision for assistive devices and barrier- free accessibility
10. Liaison officer
11. Grievance Redressal
12. Responsibility
13. Continuous Efforts
  - a) Dissemination of information and learning
  - b) Monitoring and implementation
  - c) Confidentiality of information
14. Communication of Policy
15. Interpretation & Guidance
16. Effective Date
17. Annexure -1 Specified Disability



## 1. PREFACE

Equal Opportunity Policy (“**the Policy**”) for Persons with Disabilities is formulated in light of the provisions laid down under The Rights of Persons with Disabilities Act, 2016 (“**the Act**”) read with The Rights of Persons with Disabilities Rules, 2017 and The Delhi Rights of Persons with Disabilities Rules, 2018 notified on June 15, 2017 and December 27, 2018 respectively (“**the Rules**”) framed and adopted by Government of National Capital Territory of Delhi (“**GoNCTD**”) with a view to provide equality of opportunity for persons with disabilities.

BSES Yamuna Power Limited (“**BYPL**” or “**the Company**”), A joint venture of Reliance Infrastructure Limited and Government of Delhi, plays an important role in extending support towards full and effective participation of persons with disabilities and their inclusion in the society with due respect and dignity. BYPL is committed to protect the legitimate rights of Persons with Disabilities.

## 2. SCOPE & APPLICABILITY

The Policy is in accordance with the provisions of the Act and the Rules made there-under. At BYPL, we commit to conform to the letter and the spirit of the Act.

The Act and the Rules are applicable on Government and Private establishment situated at NCT of Delhi. The Private Establishment means a Company, Firm, Cooperative or Other Society, Associations, Trust, Agency, Institution, Organisation, Union, Factory or such other establishment as the appropriate Government may, by notification, specify. Accordingly, the Act and the Rules are applicable on BYPL, being an establishment registered in NCT of Delhi.

The Company is covered under following definitions of the Act as follows:

- i. “**Establishment**” includes a Government establishment and private establishment;
- ii. “**Private Establishment**” means a company, firm, cooperative or other society, associations, trust, agency, institution, organisation, union, factory or such other establishment as the appropriate Government may, by notification, specify;
- iii. “**Public Building**” means a Government or private building, **used or accessed by the public at large**, including a building used for educational or vocational purposes, **workplace**, commercial activities, **public utilities**, religious, cultural, leisure or recreational activities, medical or health services, law enforcement agencies, reformatories or judicial foras, railway stations or platforms, roadways bus stands or terminus, airports or waterways;
- iv. “**Public Facilities and Services**” includes **all forms of delivery of services to the public at large**, including housing, educational and vocational trainings, employment and career advancement, shopping or marketing, religious, cultural, leisure or recreational, medical, health and rehabilitation, banking, finance and



insurance, communication, postal and information, access to justice, **public utilities**, transportation;

The policy covers all persons with disabilities. They could be job applicants, full time/part time employees, interns/trainees, contractual employees, including temporary employees and Customers & Visitors. It also covers those employees entering in the organization and/or already working in the Company, including those employees who acquire disability during the course of employment.

The policy also applies to all aspects of employment, be it recruitment, training, promotion, working conditions, salaries, transfers, employee benefits and career advancement etc.

BYPL is committed to providing equality of access to employment, advancement and retention in the Organization, recognizing that it is in the Organization's interest to recruit and maintain a diverse and skilled work force that is representative of the diverse nature of society, which includes persons with disabilities. Through the policy, BYPL is committed to ensure that the Company shall:

- ✓ Comply with the provisions of the Act and the Rules.
- ✓ Ensure equal opportunity in all aspects of employment.
- ✓ Create and maintain a non-discriminatory and inclusive work environment which ensures a robust career growth path for people with disabilities and for those who acquire disability during their employment with the Company.

### **3. OBJECTIVE OF THE POLICY**

The Equal Opportunity Policy on the Rights of Persons with Disability attempts to address various themes with the ultimate goal of not only improving the quality of life of person with disability, but also to promote and safeguard equality, self-determination, dignity and social inclusion of persons with disability. Preventive measures should be in place to ensure that person with disability is not subjected to any form of unfair treatment or discrimination. The basic objective of the policy is:

- i) To provide fair and impartial opportunities for persons with disabilities in the recruitment process of BYPL.
- ii) To provide a helpful and a barrier-free working environment to the persons with disabilities in BYPL.
- iii) To protect and safeguard the rights and interests of persons with disabilities and that no opportunity is denied to persons with disabilities merely on ground of disability.
- iv) To eliminate all forms of unlawful discrimination (which includes direct discrimination, indirect discrimination, bullying and harassment of people with disabilities).
- v) To provide all employees with the opportunity to develop professional learning, understanding, and positive attitudes about disability in the workplace.



