



DELHI POLLUTION CONTROL COMMITTEE

DEPARTMENT OF ENVIRONMENT, GOVT. OF NCT OF DELHI
4TH, 5TH FLOOR, ISBT BUILDING KASHMERE GATE, DELHI – 110 006.

visit us at : <http://dpcc.delhigovt.nic.in>

EQUAL OPPORTUNITY POLICY FOR PERSONS WITH DISABILITIES

Delhi Pollution Control Committee is an autonomous organisation under Administrative control of Environment Department. Under Section 4 of the Water (Prevention and Control of Pollution) Act, 1974 and Section 6 of the Air (Prevention and Control of Pollution) Act, 1981 the Central Pollution Control Board (CPCB) is empowered to perform the functions of the State Pollution Control Board for all Union Territories. The CPCB has delegated all its powers and functions as a State Board in respect of the UT of Delhi to a committee of officials as specified by the Central Government in March, 1991. DPCC is a regulatory body for pollution control in the Industrial Units of Delhi.

The main functions of the Delhi Pollution Control Committee specified by Government of India as per the Water, Air and Noise Pollution Act are as follows:

- ➡ Issuance of the Consent Certificate to the Industries falling in conforming areas under Green and Orange Categories.
- ➡ Issuance of Authorization to the Hospitals, Clinics, Animal Clinics, Blood Banks etc.
- ➡ Advise the Delhi Government on any matter concerning prevention and control of water and air pollution and improvement of the quality of air
- ➡ Organize through mass media, a comprehensive mass awareness programme on the prevention, control or abatement of water and air pollution;
- ➡ Collect, compile and publish technical and statistical data relating to water and air pollution and the measures devised for their effective prevention, control or abatement;
- ➡ Prepare manuals, codes and guidelines relating to treatment and disposal of sewage and trade effluents as well as for stack gas cleaning devices, stacks and ducts;
- ➡ Disseminate information in respect of matters relating to water and air pollution and their prevention and control;

- ➡ Lay down standards for treatment of sewage and trade effluents and for emissions from automobiles, industrial plants, and any other polluting source;
- ➡ Develop reliable and economically viable methods of treatment of sewage, trade effluent and air pollution control equipment;
- ➡ Assess the quality of ambient water and air, and inspect wastewater treatment installations, air pollution control equipment, industrial plants or manufacturing process to evaluate their performance and to take steps for the prevention, control and abatement of air and water pollution.

Preamble and Overview:-

At Delhi Pollution Control Committee we recognise the value of diverse workforce. We are committed to providing equal opportunities in employment and creating an conducive workplace and work culture in which all employees are treated with respect and dignity. This Equal Opportunity Policy is in accordance with the provisions of The Rights of People with Disabilities Act, 2016. DPCC, we commit to conform to the spirit of the Act.

Policy :-

At DPCC, we continuously strive to ensure that all our facilities, technologies, information and privileges are accessible to people with disabilities. DPCC follows instructions of Government issued from time to time, for empowerment of persons with disabilities (PWD). It has been the endeavour of the department to maintain conducive and harmonious work environment to ensure that the persons with disabilities enjoy the right to equality, life with dignity and respect for his or her integrity equally with others.

In addition, If an employee acquires a disability during her/his employment tenure she/he can return to work at the same rank as before. In case the employee is unable to perform the current job, the department invest in re-skilling the employee to perform best the same rank.

Definitions as per the RPWD Act :-

- 1) Persons with disability” means a person with long term physical, mental, intellectual or sensory impairment which, in interaction with barriers, hinders his full and effective participation in society equally with others.
- 2) Persons with benchmark disability” means a person with not less than forty per cent of a specified disability where specified disability has not been defined in measurable terms and includes a person with disability where specified disability has been defined in measurable terms, as certified by the certifying authority. (Refer to Annexure 1 of this document for the categories of disabilities and as listed in the Schedule of the Act).
- 3) High support” means an intensive support, physical, psychological and otherwise, which may be required by a person with benchmark disability for daily activities, to take independent and informed decision to access facilities and participating in all areas of life including education, employment, family and community life and treatment and therapy.
- 4) Discrimination” in relation to disability, means any distinction, exclusion, restriction on the basis of disability which is the purpose or effect of impairing or nullifying the recognition, enjoyment or exercise on an equal basis with others of all human rights and fundamental freedoms in the political, economic, social cultural, civil or any other field and includes all forms of discrimination and denial of reasonable accommodation.
- 5) Reasonable accommodation” means necessary and appropriate modification and adjustments, without imposing a disproportionate or undue burden in a particular case, to ensure to persons with disabilities the enjoyment or exercise of rights equally with others.

Policy Details:-

In accordance with the provisions of the Right of Persons with Disabilities Act, 2016 and Rules, DPCC strives to provide opportunities and facilities to persons with disabilities to participate, perform and excel in their work on equal basis in everyday life.

DPCC provides reservation in appointments, as per Government of India instructions issued from time to time, against posts which are identified for persons with disabilities, in keeping with the spirit of the Ministry of Social Justice and Empowerment Notification in the matter. The candidates with necessary disability certificate issued by the

competent authority are considered for the identified positions through recruiting agency.

Also, the persons with disabilities are encouraged to attend trainings as and when required to enhance their capabilities to enable them to effectively discharge their duties in the Institute.

The request of persons with disabilities in intra-transfer/posting are supportively considered to the extent possible, for optimally utilising their services.

Other facilities as per Government Rules such as granting special leave, payment of Transport Allowance at double the normal rates is also extended to the persons with disabilities.

Facilities and amenities :

1. Physical Infrastructure

DPCC aims to ensure that our physical infrastructure (buildings, furniture, facilities and services in the building and transportation) adheres to the accessibility standards as prescribed by the Government.

DPCC is functioning in a rented office space at ISBT Building of Kashmiri Gate and Vikas Bhawan-II, Civil Lines. Both the office spaces are multi storey buildings with provision of lifts to facilitate accessibility. It has user friendly environment for persons with disabilities. Stair Trackers are available to facilitate disabled persons with reduced mobility and/or standing tolerance. Disabled friendly toilet facilities are also available.

2. Digital Infrastructure

DPCC continuous endeavour to ensure that all our documents, communication and information technology systems adhere to the accessibility standards. We will ensure that only accessible technologies are procured. Any employee facing accessibility challenges can reach out to the local IT support team or write to Liaison Officer.

Liaison officer :-

As per the mandate of The RPWD Act, DPCC has appointed Smt. Geeta Grover, Administrative Officer as a Liaison Officer who will be responsible for taking initiative and providing the requisite support needed to realise the goals of an inclusive and

accessible workplace and reasonable accommodation. Who shall also look after the recruitment of persons with disabilities and provisions of facilities and amenities for such employees. The Liaison Officer shall be deputed for training on disability, equality and etiquettes for efficient discharge of duties.

The department is maintaining records of persons with disability as per the form and manner as prescribed in Chapter IV, Rule 9 of 'Rights of Persons with Disabilities, Rules 2017'.

The Liaison Officer is responsible for:

- ❖ To look after the recruitment of persons with disabilities & provisions of facilities & amenities for such employee
- ❖ Implementing the action plan for making the workplace and IT Systems accessible for people with disabilities by liaising with the various departments in the origination.
- ❖ Ensuring that all employees are aware of the Equal Opportunity Policy and knows their duties and rights in relation to the Equal Employment Opportunity policy.
- ❖ Developing proactive strategies to prevent discrimination and harassment.

Grievance Redressal :-

DPCC has designated Sh. Dinesh Kumar Dhawan, Accounts Officer as Grievance Redressal Officer for the purpose of receiving and disposing complaints from persons with disabilities. The Grievance Redressal Officer has been mandated to keep the records of complaints etc. as per Rule 10 of 'Rights of Persons with Disabilities, Rule 2017'.

Employees with disability have the right to file a complaint concerning any discrimination with the Grievance Officer Any policy violation i.e. when any person with disability is discriminated against or not provided reasonable accommodation or denied access to any facility, will be regarded as a grievance.

On investigation, if the employee against whom the complaint has been made is found guilty of discriminatory behaviour, she/he will be subjected to disciplinary action.