कार्यालय, मुख्य चुनाव अधिकारी, दिल्ली

OFFICE OF THE CHIEF ELECTORAL OFFICER, DELHI

पुराना सेंट स्टीफन कॉलेज भवन,
कश्मीरी गेट, दिल्ली -110006,

Old St. Stephen's College Building,
Kashmere Gate, Delhi-110006.

F. No.CEO/Admn/106 (19)/HOO/09/Pt./30734-841 Dated: - 10-4-19

To

1.	The District Election Officer, Distt.North West, Kanjhawala, Delhi.	5.	The District Election Officer,Distt. South, Saket,New Delhi.	9.	The District Election Officer, Distt. Central, Darya Ganj, Delhi.
2.	The District Election Officer, Distt. North East, Nand Nagri, Delhi.	6.	The District Election Officer, ,Distt. East, LM Bandh., Shastri Park, Delhi.	10.	The District Election officer Distt. New Delhi, Jam Nagar House, Shahjan Road, New Delhi.
3.	The District Election Officer, Distt.South West, Kapashera, Delhi.	7.	The District Election Officer Distt. South East, Lajpat Nagar, New Delhi.	11.	The District Election Officer Distt. North, Near Shardhanand College, Alipur, Delhi.
4.	The District Election Officer, Distt.West, Plot No.3, Shivaji Place, Raja Garden, New Delhi-110027.	8.	The District Election Officer, Distt. Shahdara, DSIIDC Complex, Nand Nagri, Delhi.		

Sub: Equal Opportunity Policy in Govt. Establishment-Office of the Chief Electoral Officer, Delhi.

Sir,

I am directed to forward herewith a copy of registered Equal Opportunity Policy (assigned Registration No. EOP/DL-Discom/15/2009) in respect of Office of the Chief Electoral Officer, Delhi framed u/s 21 of the Rights of Persons with Disabilities Act, 2016 and Rule 8 of the Rights for Persons with Disabilities.

As the attached Equal Opportunity Policy has now been registered with the State Commissioner for Persons with Disabilities, NCT of Delhi, therefore, I am directed to request you to apply the said Policy and display the Equal Opportunity Policy preferably on your website or at conspicuous places in your premises.

Yours faithfully,

10/4/19

(SATENDRA KUMAR)
ELECTION OFFICER (ADMN.)

F. No.CEO/Admn/106 (19)/HOO/09/Pt./30734-841 Dated: -10-4-19

Copy for information to: -

1. Section Officer (PwDs), Office of the State Commissioner for Persons with Disabilities, NCT of Delhi, 25-D, Mata Sundari Road, Near Guru Nanak Eye Centre, New Delhi-110002.
2. Sr. System Analyst, IT Branch, for uploading the EOP on the official Website of CEO, Delhi or at conspicuous places in CEO(HQ).
3. All SDM (Election), Delhi, New Delhi for necessary compliances at their end.
4. All Branch-incharges CEO(HQ), for necessary compliances at their end.
5. All AERO, for necessary compliances at their end.
6. Guard File.

10/4/19

O/C **(SATENDRA KUMAR)**
ELECTION OFFICER (ADMN.)

कार्यालय, मुख्य चुनाव अधिकारी, दिल्ली
OFFICE OF THE CHIEF ELECTORAL OFFICER, DELHI
पुराना सेंट स्टीफन कॉलेज भवन,
कश्मीरी गेट, दिल्ली -110006,
Old St. Stephen's College Building,
Kashmere Gate, Delhi-110006

EQUAL OPPORTUNITY POLICY FOR PERSONS WITH DISABILITIES

The Government of India has enacted Rights of Persons with Disabilities (RPwD) Act, 2016 from 19 April 2017 and has also notified the Rights of Persons with Disabilities Rules, 2017 dated 15.06.2017. The Section 21(1) of RPwD Act with 2016 states that every establishment shall notify Equal Opportunity Policy 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 Section 21 (2) of said Act provides that every establishment shall register a copy of the said policy with the Chief Commissioner or the State Commissioner, as the case may be.

The Rule 8 of RPwD Rules 2017 also states about the manner of publication of equal opportunity policy: - (1) 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. Rule 8 (3) states that the Equal Opportunity Policy of a private establishment having twenty or more employees and the Government establishments shall inter alia, contain the following, namely:-

a. Facilities and amenities to be provided to the persons with disabilities to enable them to effectively discharge their duties in the establishment;
b. List of posts identified suitable for persons with disabilities in the establishment;
c. The manner of selection of persons with disabilities for various posts, post-recruitment and pre-promotion training, preference in transfer and posting, special leave, preference in allotment of residential accommodation if any, and other facilities;
d. Provisions for assistive devices, barrier-free accessibility and other provisions for persons with disabilities;
e. Appointment of liaison officer by the establishment to look after the recruitment of person with disabilities and provisions of facilities and amenities for such employees.

Rule 8 (4) of RPwD Rules 2017 also provides that the equal opportunity policy of the private establishment having less than twenty employees shall contain facilities and amenities to be provided to the persons with disabilities to enable them to effectively discharge their duties in the establishment.

In pursuance of the above said Section 21 of Rights of Persons with Disabilities Act 2016 and Rule 8 of Rights of Persons with Disabilities Rules

2017, instructions have been issued to all district offices and voter centres to publish Equal Opportunities Policy for Persons with Disabilities and display the same preferably on their website, otherwise at conspicuous places on their premises.

The CEO, Delhi is working under the superintendent's direction and control of Election Commission of India and therefore the rules and directions, prescribed by the Commission is being applied in this office. In lieu with the above mentioned provision the Commission believes that for better functioning of democracy, each electros is important and they must get their rights. The Electoral Law not only guarantee equality to persons with disabilities, but also makes provision for facilitating their access and participation in Election Process and issued time to time directives to be followed uniformly by all States and Union Territories.

CEO, Delhi is committed to comply the directions issued by the Commission with regards to persons with disabilities and therefore every district offices and AERO offices to ensure compliances of the instructions/directions of the commission in the matter of providing facilities to persons with disabilities. This Office 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 this office is also committed to implement the following policy decision to be adopted uniformly by all District Offices, Voter Centres and CEO (Headquarters).

CEO, Delhi website is developed and designed keeping differently abled person in mind. Screen reader facility has been provided for differently abled person.

I. It is to ensure that a PwD person enjoys the right to equality, life with dignity and respect for his or her integrity equally with other officers/officials.
II. It is to ensure that no discrimination with the officer/officials under PwD category is made in the organisation.
III. It is to ensure that no officer/official shall be deprived of his or her person liberty only on the ground of disability in this organisation.
IV. It is to ensure that PwD are not being treated inhuman or in preventing the same a Nodal Officer is to be appointed to hear the pleading/request/grievances of PwD working in this organisation.
V. It is to ensure to have a better working condition for PwDs, are to be provided for their ingress or egress from their offices.
    a. A standardized and uniform design of ramps is implemented. Temporary/ mobile ramps shall be made available where ever permanent ramp facilities cannot be provided.
    b. Braile facility should be provided.
VI. It is ensure that the proper signage and instructions should be made available as per requirement of PwD employees.
VII. It is ensure that additional supporting staff (wherever applicable) being provided to PwDs in delivering their assign work.
VIII. It is to ensure that the posting of PwD officer/officials are being done in considering their request for transfer/posting on priorities.

IX. It is to ensure that Special Leave to PwDs is being granted as per the lay down procedures.

X. It is to ensure that in filling up the vacant post and reserved seat for PwD shall be filled as per existing policy/rules strictly.

XI. Post recruitment and pre-promotion training are to be provided to person with disability to enable them to effectively discharge their duties.

XII. It is to ensure that all the district officers and HQ shall appoint Liason officer, who will look after the recruitment of person with disabilities and provisions of facilities and amenities for person with disabilities.

XIII. It is to ensure that extra care and support be provided to women person with disability to perform her duty effectively and gracefully in this organisation.

Total sanctioned strength in CEO, Delhi is 418 out of which only 16 posts are ex-cadre posts. The Cadre Controlling Authority for 402 posts are Services Department, Account Department, Planning Department & IT Department. Posting of officers/officials & identification of post for PwDs is being undertaken by cadre controlling authorities. As far as Ex-cadre posts are concerned, the department has 16 sanctioned posts out of which 01 post is reserved for PwDs. This department will follow all the guidelines of DoPT, GOI for the following:

i. Posts identification suitable for persons with disabilities in the establishment.

ii. For selection of persons with disabilities for various posts, post-recruitment and pre-promotion training, preference in transfer and posting, special leave, and other facilities.

Above equal opportunity policy is adopted in this organisation as mandated U/s 21(1) of RPwD Act 2016 and therefore every office under this organisation is mandated to adopt the same. As regard appointment of Nodal officer for Grievance Redressal is state that the Section Officer (Admin) has been nominated as Grievance Redressal officer under the Right of the Person with Disabilities Act, 2016 vide CEO, Delhi Order no. CEO/Admn/106(19)/HOO/09/PT./5542-44 dated 07.03.2018.

This issues with the prior approval of competent authority.

(Sh. Rajesh Kumar)
Special Chief Electoral Officer

169/C
75/C

OFFICE OF THE CHIEF ELECTORAL OFFICER
OLD ST. STEPHENS COLLEGE BUILDING,
KASHMERE GATE, DELHI-110006.

No.CEO/Admn/106 (19)/HOO/09/Pt./ 5542-44 Dated: 7/3/18

ORDER

In compliance of the State Commissioner for Persons with Disabilities, Govt of NCT of Delhi letter No.F.07/1772/2018-WEL/CD/5356 dated 19.02.2018, the Section Officer (Admn.), Office of the Chief Electoral Officer, Delhi is hereby nominated as Grievance Redressal Officer under the Rights of the Persons with Disabilities Act, 2016.

The details of the Grievance Redressal Officer is as under:

1.	Designation of the Grievance Redressal Officer	: Section Officer (Admn.)
2.	Office Address	: Office of the Chief Electoral Officer, Delhi, Old St. Stephan's College Building,' Kashmere Gate, Delhi-110006.
3.	Mobile No.	: 23965176
4.	E-mail	: eoadmndelhi@gmail.com

This issues with the prior approval of Chief Electoral Officer, Delhi.

6/3/18
(SATENDRA KUMAR)
ELECTION OFFICER (ADMN)
Tel No. 23965176

No.CEO/Admn/106 (19)/HOO/09/Pt./ 5542-44 Dated: 9/3/18

1. PS to CEO, Delhi.
2. The State Commissioner for Persons with Disabilities, Govt. of NCT of Delhi, 25-D, Mata Sundari Road, Near Guru Nanak Eye Centre, New Delhi-110002 w.r.t. your office letter No.F.07/1772/2018-WEL/CD/5356 dated 19.02.2018.
3. The Section Officer (Admn.), Office of the Chief Electoral Officer, Delhi.
4. Guard file.

6/3/18
(SATENDRA KUMAR)
ELECTION OFFICER (ADMN)