

**ATOMIC ENERGY EDUCATION SOCIETY  
ANUSHAKTINAGAR, MUMBAI 400 094**

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

The ATOMIC ENERGY EDUCATION SOCIETY (AEES) has an Equal Opportunity Policy for Persons with Disabilities (PwBDs), aiming to ensure equal access, dignity, and respect for PwBDs. The policy provides a conducive environment for PwBDs to excel in their roles, eliminating discrimination in employment or promotion, and ensuring appropriate facilities and amenities.

The AEES's policy is in line with the Rights of Persons with Disabilities Act, 2016 and other legislation, aiming to provide equal opportunities for PwDs in education and employment, ensuring that all individuals, regardless of disability, can thrive within the organization.

Key aspects of the AEES's equal opportunity policy for PwDs:

- **Reservation in Recruitment:**

A reservation of 4% in total vacancies is provided for PwBDs in recruitment.

- **Non-discrimination:**

Ensures PwBDs are not discriminated against any matter related to employment.

- **Conducive environment:**

Creates a workplace that is free from discrimination and supports PwBDs in performing their roles.

- **Equal opportunities:**

Provides equal opportunities and treatment to all employees, including PwBDs, regardless of their disability.

- **Accessibility:**

Aims to create a barrier-free environment for PwBDs, ensuring accessibility to common facilities, information, and communication technologies.

- **Promotion:**

Guarantees that PwBDs are not denied promotion solely on the basis of their disability.

- **Data collection:**

Maintains data of employees with disabilities in relation to their employment.

- **Policy Implementation:**

Implements and enforces Equal Opportunity Policy for PwBDs.

- **Monitoring and Reporting:**

Regular monitoring and reporting on the implementation of the Equal Opportunity Policy for PwBDs.

- **Grievance Redressal:**

Mechanism for addressing grievances related to discrimination or disability is in place.

**Specific Measures:-**

- **Identification of Suitable Posts:** Posts suitable for PwBDs have been identified.
- **Selection Process:** The policy outlines the selection process for PwBDs, including potential relaxations in age, qualifying criteria, exemption in paying application fee.
- **Training and Development:** Provides necessary training to staff including PwBDs to enable them to effectively carry out their duties.
- **Transfers and Posting:** Transfers and postings for PwBDs is considered subject to availability of vacancy.
- **Special Casual Leave:** Provides special leave provisions for PwBDs as per rule.
- **Barrier-Free Accessibility:** Ensures barrier-free accessibility for PwBDs in the workplace.
- **Liaison Officer:** Liaison officers are appointed to address the grievances and concerns of PwBD employees, ensuring their rights and welfare.
- **Assistive Devices:** Necessary support is provided to PwBDs to enable them to effectively perform their duties.
- **Transport allowance at double the rate:** Transport Allowance at double the normal rates is granted to PwBDs as per rules.
- **Relaxation in LTC Rules:** Extended as per LTC Rules.