



भा.कृ.अनु.प.-राष्ट्रीय मत्स्य आनुवंशिक संसाधन ब्यूरो

कैनाल रिंग रोड, तेलीबाग, पो.आ. दिलकुशा, लखनऊ - 226 002, उ०प्र०

ICAR-NATIONAL BUREAU OF FISH GENETIC RESOURCES

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ICAR-NBFGR, Lucknow-02

Equal Opportunity Policy

Purpose:-

The Rights of Persons with Disabilities (RPWD) Act, 2016 and Rules, 2017 have specific mandates for establishments of Govt. In compliance of the said act and the rules it is the policy of ICAR-National Bureau of Fish Genetic Resources, Lucknow to provide equal employment opportunities, without any discrimination on the grounds of age, color, disability, marital status, nationality, race, religion, sex, sexual orientation. This bureau strives to maintain a work environment that is free from any harassment based on above considerations. This Equal Opportunities Policy is subject to applicable regulations, qualifications and merit of the individual. This Equal Employment Opportunity Policy is consistently applied throughout the period of employment of the individual right from the recruitment process till superannuation.

Equal Opportunity for Persons with Disabilities:-

In accordance with the provisions of the Rights of Persons with Disabilities Act, 2016 and Rules, it is ICAR-NBFGR, Lucknow Policy to ensure that the work environment is free from any discrimination against persons with disabilities. Further, this bureau will take all actions to ensure that a conducive environment is provided to persons with disabilities to perform their role and excel to built the system and process to ensure:-

- All appropriate facilities and amenities are provided to persons with disabilities to enable them to effectively discharge their duties in the establishment.
- That provision is made for an accessible environment and of availability of assistive devices as required.
- The Grievance Redressal Officer is designated to oversee the provision of required facilities/amenities including the process of recruitment for persons with disabilities. The Grievance Redressal Officer shall maintain a register of the complaints in the manner as may be prescribed by the Central Government and every complaint shall be inquired within two weeks of the its registration.
- That a Grievance Redressal mechanism for addressing the matters related to the employment of persons with disabilities is available.
- That no opportunity is denied to persons with disabilities, merely on ground of disability. Individuals with disabilities who apply or employees who believe themselves to be covered by the Rights of Persons with Disabilities Act, 2016, should contact the Human Resources Representative in any given location. Any information obtained is voluntary, will be kept confidential, and will be used in accordance with applicable laws. Refusal to provide information will not subject an employee or applicant to any adverse treatment. Employees and applicants will be protected from coercion, intimidation, interference, discrimination or retaliation for filing a complaint or assisting in an investigation under the Act.

Responsibility:-

- The Grievance Redressal Officer have the responsibilities to provide advice and address grievances relating to the employment of persons with disabilities and/or any other complaints regarding discrimination in any other form against any job applicant/employee.

Review Timelines: _

- The policy will be reviewed on the basis of the guidelines issued by the appropriate authority to do so.

Communication of Policy :-

- The policy will be available on the ICAR-NBFGR website.
- All recruitment literature and employment advertising will indicate that the ICAR-NBFGR is an Equal Opportunity Employer.