

# INSTITUTE OF LIVER AND BILIARY SCIENCES



## EQUAL OPPORTUNITY POLICY FOR PERSONS WITH DISABILITIES



The Institute of Liver & Biliary Sciences is an autonomous, super –specialized Institute under Govt. of NCT of Delhi. It was set up with the objective to develop a facility with international standards, which could provide a comprehensive and most modern set up for the diagnosis and treatment, an advanced centre for dedicated research and resource for advanced training in the field of liver diseases, including liver transplantation, gall bladder and biliary diseases and allied specialties.

ILBS aims at becoming a torch-bearer model for health-care in the country. The Institute aims at amalgamating the academic skills of a university, clinical acumen of the super-specialists and the managerial skills of the corporate world.

**Policy:** As per the Cabinet Decision on the Institute, all the doctors and staff in this Institute are appointed on contract basis for a period of four years, extendable based on performance along with one year of probation. Institute of Liver & Biliary Sciences (ILBS) follows Government of India instructions issued from time to time, for empowerment of persons with disabilities (PWD). ILBS provides a conducive, healthy and harmonious work environment to all its employees. It ensures that the persons with disabilities enjoy the right to equality, life with dignity and respect for his or her integrity equally with others.

**Equal opportunity for persons with disabilities:** ILBS is committed to providing equal opportunities without any discrimination on the grounds of age, color, origin, nationality, religion, race, gender or with disabilities in accordance with the provisions of the Rights of Persons with Disabilities Act, 2016.

To ensure seamless implementation of the Act, ILBS strives to develop employee policies and processes, all its facilities, technologies and privileges favourable and accessible to people with disabilities.

The Institute gives equal opportunities to all the Persons with Disabilities candidates and there is no discrimination against any person with disabilities relating to employment. It provides reservation in appointments as per the Act and appoints candidates with disabilities in specified jobs. It encourages candidates with different disabilities to apply for employment in the Institute.

The Institute has already sensitized to all the Heads of the departments/Sectional Heads regarding necessary steps to be taken for providing a favourable environment to all the Persons with Disabilities employees in the Institute. All the departments are strictly advised to ensure that there is no discrimination on ground of disability. The Institute has taken necessary steps to ensure reasonable accommodation for persons with disabilities according to their requirements.

The Institute has ensured that the accessibility norms set by the government are met, with regard to building plans and structures and the physical environment. It has elevators, ramps, minimum width of walkways, washrooms, wheel chairs for the Persons with disabilities and are always kept fully functional in the Institute.

The records of the persons with disabilities in relation to the matter of employment, facilities provided and other necessary information in compliance with the provisions of the Act is properly maintained.

ILBS has taken measures to promote and protect the rights of all persons with disabilities to have a cultural life and to participate in sports and recreational activities equally with others. They are encouraged to have maximum participation in sporting activities of the persons with disabilities.

Grievance Redressal cum Welfare Board has been constituted to address the grievances of employees. The employees with disability have the right to file a complaint concerning any discrimination/complaint to the Grievance Board. Dr. Kishore Singh, Assistant Head Operations (Medical) acts as the Liaison Officer to look after the matters related to persons with disabilities.

The Institute also provides training to all the staff regarding the provisions of the Act.

This Equal Opportunity Policy is in accordance with the provisions of Rights of Persons with Disabilities Act. The Institute has established a positive, friendly environment for the employees with a disability to enjoy the same benefits and privileges of employment as non-disabled employees.