



**GOVERNMENT OF JAMMU AND KASHMIR
DIRECTORATE OF FISHERIES, J&K**

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**EQUAL OPPORTUNITY POLICY FOR PERSONS WITH
DISABILITIES**

The Government of J&K has enacted the **Rights of Persons with Disabilities Act, 2016** and have notified **The Jammu and Kashmir Disabilities Rules 2021** vide S.O No. 91 dated 15-03-2021. Rule 12(1) of said Rules provides that every establishment shall publish equal opportunity policy for Persons with Disabilities. Rule 12 is reproduced as under;

(1) Every establishment shall publish equal opportunity policy for persons with disabilities within a period of six months from the notification of these rules.

(2) The establishment shall display the equal opportunity policy preferably on their website, failing which at conspicuous places in their premises.

(3) 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;

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(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 persons with disabilities and provisions of facilities and amenities for such employees.

(4) 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 compliance to the aforesaid provisions, the Directorate of Fisheries J&K Government frames the following Equal Opportunity Policy for persons with Disabilities:-


Policy Statement:- The Directorate of Fisheries is committed towards eliminating all forms of unlawful discrimination (which includes direct discrimination, indirect discrimination) and harassment of persons with disabilities.

- a. **Facilities and amenities to be provided to the persons with disabilities to enable them to effectively discharge their duties in the establishment:-** This Department aims to ensure that our physical and digital infrastructure (building, furniture, facilities and services in the buildings/offices) adheres to the accessibility standards as prescribed by the Government. The Department also aims to revamp its existing buildings, to ensure strict compliance with the RPwD Act 2016. Provision of ramps, grab bars and wider doorways to enable access to buildings and workplaces, tactile paths and wheelchair accordingly, web accessibility, parking facility, accessible toilets etc.
- b. **List of posts identified suitable for persons with disabilities in the establishment:-** The Directorate of Fisheries shall identify the posts in all groups- A, B and C for persons with disabilities.

- 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:-** In all such matters, including reservation applicable in respect of Persons with Disabilities, the Directorate of Fisheries follows the relevant OMs/instructions etc. issued by the Government from time to time. Any information shared by an employee on disabilities/medical condition shall be kept confidential.
- d. **Provisions for assistive devices, barrier-free accessibility and other provisions for persons with disabilities:-** Department shall ensure that all the required assistance/facilities required by the persons with disabilities is provided/arranged in its office premises.
- e. **Appointment of Liaison officer by the department to look after the recruitment of persons with disabilities and provisions of facilities and amenities for such employees:-** Department of Fisheries has already appointed Joint Director Fisheries, North Kashmir Division as Grievance Redressal officer for the purpose of Section 19 of The Rights of Persons With disabilities Act, 2016 vide order No. 226-Fisheries of 2024 dated 21-06-2024, who shall also act as Nodal officer for the purpose of Rule 12 of Jammu and Kashmir Disabilities Rules 2021 and shall be responsible for:-
- (i) Implementing the action plan for making the work place and IT systems accessible for the persons with disabilities by liaising with the concerned officer.
 - (ii) Ensuring that all employees are aware of the Equal Opportunity Policy and know their duties and rights in relation to the Equal Opportunity Policy.
 - (iii) The Liaison officer to monitor the work environment to ensure that it is free from discrimination, harassment and encourages inclusion and respect for others.

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The above policy covers full time/part time persons with disabilities employees. It also covers those employees who acquire disability during service. Review of policy shall be undertaken at regular intervals.


(Ab. Majid Tak)
Director Fisheries J&K

No:- DOF-ESTB/207/2025-05

Dated. 02.01.2026

Copy to the;

1. Joint Director Fisheries (all) for information.
2. Private Secretary to the Financial Commissioner (Additional Chief Secretary), Agriculture Production Department, Civil Secretariat, Jammu/Srinagar for the information of worthy Financial Commissioner.
3. I/C Departmental Website for necessary action.
4. Office file