



Government of Goa,  
**Institute of Psychiatry & Human Behaviour,**  
Bambolim, Goa.

**EQUAL OPPORTUNITIES POLICY**  
**FOR PERSONS WITH DISABILITIES**

Institute of Psychiatry and Human Behaviour (IPHB), Bambolim, Goa is committed to provide equal opportunities policy in the light of “**The Rights of Persons with Disabilities Act, 2016 (RPwD Act)**”.

**We endeavor to:–**

- Provide equal and fair opportunities for employment to all eligible applicants.
- Maintain a healthy work environment free from harassment based on age, colour, disability, marital status, parental status, ethnic origin, religion, sexual orientation, or gender identity.
- Adhere to applicable law pertaining to equal employment opportunities and fair employment practices.
- We shall not discriminate any employee or job applicant on the grounds of disability.
- We shall ensure that the persons with disability enjoys the right to equality, life with dignity and respect.
- We shall provide appropriate barrier free and conducive environment to the employees with disabilities.
- No promotion shall be denied to a person on the ground of disability.
- As per the mandate of the Rights of Person with Disability Act IPHB has appointed a Grievance Redressal Officer.
- IPHB is committed to take necessary measures for disabled friendly environment considering all the 21 disabilities.
- Accessible website will be provided for PwD.
- Person with Disabilities employee shall be provide with necessary aids and appliances upon their request within economic capacity of the Institute.
- All the PwD Employees will be enrolled for UDID.
- IPHB shall safeguard the rights of PwD employees in the Institute.
- Special Casual leave, Double TA, posting at barrier free environment shall be provided to the Pwd employees.
- 4% reservation in direct and promotion as well as vacancy based Roster for Person With Disabilities will be maintained.
- Post recruitment, training shall be provided to the Pwd Employees.
- Separate queue arrangement shall be made for Person With Disabilities who come to this hospital.
- Reserved Parking facility shall be provided to the Person With Disabilities.