



Union Territory of Jammu & Kashmir
Social Welfare Department
Civil Secretariat, J&K

O.M No. SWD-LIT/58/2024-02 (7419796)
Dated: -14.02.2025

Subject:- Writ Petition (Civil) No. 116 of 1998 titled Justice Sunandha Bhandhare Foundation V/s Union of India and Ors.

The Jammu and Kashmir Disabilities Rules, 2021 was published as required by sub-section (1) of Section 101 of the Rights of Persons with Disabilities Act, 2016 vide notification S.O-91 dated 15th March, 2021, wherein Rule-12 is re-produced as under:

"Rule 12. Manner of publication of equal opportunity policy.—

- (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 ;*
 - (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."*

The undersigned is directed to invite the kind attention towards above mentioned Rule to the all Administrative Secretary(s) and request to kindly take

appropriate action in the matter under an intimation to this department, for its
onward submission before the Hon'ble Supreme Court of India.


(Kajia Nazki)

Under Secretary to the Government,
Social Welfare Department

Administrative Secretary(s),
_____ Department