



न्यूक्लियर पावर कॉर्पोरेशन ऑफ इंडिया लिमिटेड  
NUCLEAR POWER CORPORATION OF INDIA LIMITED  
A Government of India Enterprise)  
(भारत सरकार का उद्यम)



## Equal Opportunity Policy for Persons with Benchmark Disabilities in (PwBD) NPCIL

Nuclear Power Corporation of India Limited (NPCIL) is a Public Sector Undertaking under Department of Atomic Energy and is engaged in Siting, Design, Construction, Commissioning, Operation & Maintenance and Decommissioning of Nuclear Power Plants/Projects for generation of electricity from nuclear energy as a Safe, Secure Reliable, Environmentally benign and Economically viable source of electrical energy.

Apart from our commitment to render services to meet the growing electricity needs of the country, NPCIL is also committed to provide equal opportunity to Persons with Benchmark Disabilities (PwBD) under The Rights of Persons with Disabilities (RPwD) Act, 2016.

This policy provides broad framework to ensure conducive environment to PwBD to perform their role and excel and free from any discrimination.

### **Objectives:**

The objective of this policy is to formulate guidelines to provide certain facilities/amenities/rights under Section 21 and 23 of RPwD Act, 2016.

### **NPCIL is committed to:**

- Identify suitable posts for PwBD in the Company.
- Provide facility and amenity to enable them to effectively discharge their duties.
- Provide preference in transfer and posting to the extent possible.
- Provide Special Casual Leave to meet the specific requirements of disabilities.
- Make necessary provisions for assistive devices, barrier-free accessibility etc.
- Non-discrimination.
- Equality of opportunity.
- Appoint a Liaison Officer to look after the requirements, facilities and amenities.
- Maintain appropriate records of Persons with Benchmark Disabilities in the Company.
- Provide Grievance Redressal Mechanism.

(S.K.Sharma)  
Chairman and Managing Director

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