



हर कदम, हर नजर
किसानों का हवासपर
भारतीय कृषि अनुसंधान परिषद

AgrEsearch with a human touch



भा.कृ.अ.प.-केन्द्रीय आलू अनुसंधान संस्थान
(भारतीय कृषि अनुसंधान परिषद)
शिमला- 171 001, हि.प्र. (भारत)



ICAR-Central Potato Research Institute
(Indian Council of Agricultural Research)
Shimla 171 001, H.P. (INDIA)

EQUAL OPPORTUNITY POLICY

This policy applies to all ICAR-CPRI ("Institute") employees ("employees") and operations at all its 8 locations (Headquarters at Shimla & Seven Regional stations at Modipuram, Jalandhar, Patna, Gwalior, Kufri, Muthora & Shillong). ICAR-CPRI aims to foster employment opportunities & such work environment that full potential of all employees is realised.

I. Policy

It is the policy of ICAR-CPRI to provide equal employment opportunities, without any discrimination on the grounds of caste, colour, disability, marital status, nationality, race, religion, sex, sexual orientation. The Institute strives to maintain a work environment that is free from any harassment based on above considerations.

This Equal Opportunities Policy is subject to applicable regulations, qualifications and merit of the individual. This Policy is consistently applied throughout the period of employment of the individual right from the recruitment process till retirement from service.

II. Equal Opportunity for Persons with Disabilities

In accordance with the provisions of the Rights of Persons with Disabilities Act, 2016 and Rules, it is Institute's Policy to ensure that the work environment is free from any discrimination against persons with disabilities. Further, the Institute will take all actions to ensure that a conducive environment is provided to persons with disabilities to perform their role and excel in the same. The Institute strives towards establishing systems and processes to ensure:

- That appropriate facilities and amenities are provided to persons with disabilities to enable them to effectively discharge their duties in the establishment.
- That provision is made for an accessible environment, accessible buildings and availability of assistive paraphernalia as required to enable the persons with disabilities to effectively discharge their duties in the establishment.
- That the Administration (Establishment-1) will ensure a Liaison officer is designated at each of eight locations to oversee the provision of required facilities/amenities including the process of recruitment. Such Liaison Officer shall be accountable to Director ICAR-CPRI through Chief Administrative Officer at Shimla & through Head of station at Regional Stations.
- That a Grievance Redressal mechanism for addressing the matters related to the employment of persons with disabilities is available. Nodal Officer for Human

Telephones: 0177-2625073 (O) 0177-2625930 (Resi) Fax: 0177-2624460

Email: director.cpri@icar.gov.in, directorcpri@gmail.com



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Resource Development who is also HoD Social Sciences is Grievance Redressal Officer for ICAR-CPRI.

- That various committees (Transfer committee, Works committee etc) & Officers In charges (House allotment, Store & Purchase, Engineering Section, Establishment sections, Social Science division) will ensure that if any grievance does arise & is brought up to the concerned Committee/Officer with respect to selection of person(s) with disability for any position, training, promotion, transfer posting, leave, assistive aid & preference in accommodation allocation etc. is dealt with in a fair and equitable manner free from any discrimination.
- That no opportunity is denied to persons with disabilities, merely on ground of disability.

Individuals with disabilities who apply for recruitment or employees who are covered by the Rights of Persons with Disabilities Act, 2016, should contact following:

| | | |
|-------------------------------|---|---|
| AAO-Establishment 1 | : | For recruitment, posts identified suitable for divyangs & other service related matters for Technical, Administrative & Skilled support staff categories. |
| AAO-Establishment 2 | : | For recruitment, posts identified suitable for divyangs & other service related matters for Scientific staff / Research Associates / SRF / JRF/ Project Fellow / Young Professionals etc. |
| In charge Engineering Section | : | For conducive physical work environment, Barrier free accessibility, disabled friendly toilets & other assistive aids. |
| AAO-Works & Contracts | : | For preferential allotment of Residential accommodation (Employees only). |
| Heads of Regional Stations | : | For recruitments & all other aforementioned matters at Respective regional Stations |

Any information obtained towards this is voluntary, will be kept confidential, and will be used in accordance with applicable laws. Refusal to provide information will not subject an employee or applicant to any adverse treatment. Employees and applicants will be protected from coercion, intimidation, interference, discrimination or retaliation for filing a complaint or assisting in an investigation under the Act.

III. Responsibility

- Every Head of Division/Section/Station at ICAR-CPRI is responsible for giving effect to this policy.
- Head of Office (at Shimla) & Heads of stations (at Regional stations) are responsible for utilisation of up-to-date information regarding applicable state and local laws and regulations.

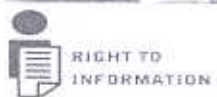
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- The Assistant Administrative Officer looking after Establishment -1 section shall have the functional responsibility of coordinating, reporting findings and progress for assuring compliance with Institute's policy;
- Any employee who violates this Policy, or in any manner discriminates with any person with disability, or renders any harassment to such person shall be dealt in accordance with applicable rules & laws. Decision of Head of Institute i.e. Director in this Regard shall be supreme.
- The Liaison officers are accountable to Director, ICAR-CPRI to oversee & promote this policy.

IV. Communication of Policy

- This Policy will be available to all employees via the ICAR-CPRI website and normal communication vehicles within the Institute.
- Suitable material will be included in Institute publications, management conferences, and training courses.
- All recruitment literature and employment advertising will indicate that the Institute is an Equal Opportunity Employer.