

**GOVERNMENT OF TRIPURA**  
**DEPARTMENT OF SOCIAL WELFARE & SOCIAL EDUCATION**

Dated, Agartala, the | Lf/o2>y2J)2-9'

**NOTIFICATION**

**Subject: Tripura State Policy for Empowerment of Persons with Disabilities (Divyangjan) - 2024**

The Government of Tripura is pleased to hereby notify the policy viz. "Tripura State Policy for Empowerment of Persons with Disabilities (Divyangjan) - 2024" with a view to empower person with disabilities, through various Acts/Rules/Institutions/Organizations & schemes for rehabilitation and to create an enabling environment that provides such persons with equal opportunities, protection of their rights enabling them to participate as independent and productive member of society.

The detailed policy is viz. "Tripura State Policy for Empowerment of Persons with Disabilities (Divyangjan) - 2024" is at Annexure.

Signed by

Smithamol Mohanan Saraswathy

(Smt. Smithamol Mohanan Saraswathy)

**Addl. Secretary to the  
Government of Tripura**

To:

1. The Secretary to the Hon'ble Chief Minister of Tripura.
2. The OSD to the Hon'ble Minister Department, Govt, of Tripura for kind information of the Hon'ble Minister.
3. The PPS to the Chief Secretary, Govt, of Tripura for kind information of the Chief Secretary.
4. The Principal Secretary/ Secretary/ Special Secretary Department for kind information of the Principal Secretary/ Secretary/ Special Secretary.
5. The DM & Collector.
6. The CEO, TTAADC, Khumlung.
7. The Under Secretary Finance Department (Budget), Agartala.
8. All Branch Officers/Sections Directorate of Social Welfare & Social Education.
9. All District Inspectors of Social Education/ Child Development Project Officers.
10. The Manager, Tripura Govt. Press, Bordowali, with a request to arrange for publication of the Notification under reference in the next issue of Tripura Gazette and send 25 (Twenty five) copies of the same to the Directorate of Social Welfare & Social Education.

Copy also to:

1. The State Commissioner for Persons with Disabilities, Tripura.



सत्यमेव जयते

त्रिपुरा सरकार

**TRIPURA STATE POLICY  
FOR  
EMPOWERMENT  
OF  
PERSONS WITH DISABILITIES (DIVYANGJANS)  
2024**

## **CONTENTS**

- 1. INTRODUCTION**
- 2. OBJECTIVE**
- 3. STAKEHOLDERS**
- 4. STRATEGY FOR IMPLEMENTATION THE POLICY**
- 5. PREVENTION, EARLY DETECTION INTERVENTION, IDENTIFICATION AND HEALTHCARE.**
- 6. SOCIAL EMPOWERMENT OF PERSONS WITH DISABILITIES (DIVYANGJANS)**
  - A. INCLUSIVE EDUCATION**
  - B. LEARNING INFRASTRUCTURE AT SPECIAL SCHOOLS**
  - C. CREATION BARRIER FREE ENVIRONMENT FOR THE PERSONS WITH DISABILITIES**
  - D. SPORTS**
  - E. CULTURAL AND RECREATIONAL ASPECTS**
  - F. ENTITLEMENTS AND PREFERENTIAL TREATMENT TO DIVYANGAN-GOVERNMENT EMPLOYEES**
  - G. LEGAL CAPACITY**
  - H. SPECIAL PROVISIONS FOR DIVYANG GIRLS AND WOMEN**
  - I. SPECIAL PROVISIONS FOR DIVYANG WITH HIGH SUPPORT NEEDS**
  - J. AIDS AND APPLIANCES, ASSISTIVE DEVICES AND FOLLOW UP CARE AND MAINTENANCE**
- 7. EMPLOYMENT**
- 8. ECONOMIC EMPOWERMENT & SKILL DEVELOPMENT**
- 9. SOCIAL SECURITY & REHABILITATION**
- 10. CAPACITY BUILDING , SENSITIZATION AND AWARENESS GENERATION**
- 11. KNOWLEDGE AND INFORMATION MANAGEMENT**
- 12. STATE FUND FOR PERSONS WITH DISABILITIES**
- 13. ACCOUNTABILITY THROUGH MONITORING, EVALUATION, REVIEW AND AUDIT**

**AND**

**SCHEDULE-I PART A**

**SCHEDULE -1 PART B**

**SCHEDULE-II**

**MAJOR NEW INTERVENTIONS ENVISAGED  
IN THE  
TRIPURA STATE POLICY FOR EMPOWERMENT OF PERSONS WITH DISABILITIES  
(DIVYANGJAN)**

1. Provision of Unique Disability Identity (UDID) Cards to all Divyangjan.
2. Establishment of 04 new District Disability Rehabilitation Centres (DDRCs) in North Tripura, Khowai, Sipahijala and South Tripura district in the State.
3. Setting up of production plant of ALIMCO in the State for production of aids & appliances and assistive devices for persons with disabilities.
4. Special Award to Meritorious Students with Disabilities & 5 % reservation of seats in higher/technical education including diploma courses and research for PWDs along with upper age relaxation of five years for admission in institutions of higher education.
5. State Fund for Persons with Disabilities
6. Incentive to Employers in Private Sector.
7. Making all government & private buildings, public transport and all information related to general public accessible to Divyangjan in phase manner.
8. Assistance for enrolling or participating in professional & diploma courses
9. Health insurance scheme for persons with autism, cerebral palsy, mental retardation and multiple disabilities
10. 4% Reservation in direct recruitment and 4% reservation in promotion in State Government.
11. Five per cent reservation in allotment of agricultural land & housing, all poverty alleviation & various developmental schemes and allotment of land on concessional rate.
12. Preferential treatment and concessional healthcare services, to the divyangjan, subject to such family income.
13. Special Teachers for Children with Special Needs in general school.
14. Skill Development for Persons with Disabilities.
15. Provision of Aids & Appliances to the Persons with Disabilities.
16. Reservation in panchayat development fund (PDF) for capital investment w.r.t. divyangjan
17. To conduct survey of CwSN with disabilities every year at an early stage.
18. All round support to sportsmen & women, artist and writers among divyanjans to pursue their dreams/aspirations.
19. To make information for general public in accessible form for all PWDs.
20. Relief in transfer and working hours for divyangjan employees who are care givers for the persons with benchmark disabilities
21. Development of a transfer policy for divyangjan employees and make provisions for Care giver allowance.
22. Appointment of Grievance Redressal Officer, notification of Equal Opportunity Policy, Reasonable accommodation and Maintenance of Separate Records for Persons with Disabilities in all Govt. Establishment.
23. Assessment Board for evaluating the need of high support for a divyang.
24. Loans to the persons with disabilities for their self-employment ventures and for pursuing professional/technical education through NHFDC.

25. Priority to divyang women in registering police complain against all forms of exploitation, abuse, violence.
26. Subsidy of 50% entry fee in Parks, Recreational Centres, Wild Life Sanctuary, Zoo, Exhibition Centre and Museums managed & run both by Govt, and other organizations/societies only to the person with benchmark disability on production of UDID card and one care giver (in case of severe disability).
27. Comprehensive capacity building for different executives and field level workers.
28. Core Group Committee for reviewing the provisions of Rights of Persons with Disabilities Act, 2016 and the State Policy.
29. To setup Help Desk in all the Districts and ICDS project level to guide and assist the divyangjan in all matter related to their welfare.
30. To impart extra trainings for Anganwadi Workers, ASHA, health workers and teachers of Education Department in matters of disability screening and other issues of PWDs.
31. To strengthen the present Social Welfare and Social Education Directorate with adequate staffs and manpower to act as state resource centre for monitoring the welfare schemes for Divyanjans.
32. To setup a specialized institute for care and treatment of children with Intellectual Disability related to specific learning disabilities and autism spectrum disorder.

## **1. INTRODUCTION**

Under Article 41 of the Constitution of India, the State, within the limits of its economic capacity and development, is to make effective provision for securing the right to work, to education and to public assistance in cases of unemployment, old age, sickness and disablement, and in other cases of undeserved want.

Further, the United Nations General Assembly adopted the Convention on the Rights of Persons with Disabilities laying down the following principles for empowerment of persons with disabilities,— (a) respect for inherent dignity, individual autonomy including the freedom to make one's own choices, and independence of persons; (b) non-discrimination; [c] full and effective participation and inclusion in society; (d) respect for difference and acceptance of persons with disabilities as part of human diversity and humanity; (e) equality of opportunity; [f] accessibility; (g) equality between men and women; (h) respect for the evolving capacities of children with disabilities and respect for the right of children with disabilities to preserve their identities. The government of India has ratified the said Convention.

Accordingly, the Central Government enacted the Rights of Persons with Disabilities Act 2016, hereinafter referred as Act. This is an umbrella legislation and comprehensively touches almost all the aspects covering equality and non-discrimination, community life, protection from cruelty, protection from abuse and violence, access to justice, inclusive education, skill development, social security and health care, rehabilitation, special provisions for the persons with benchmark disabilities, accessibility etc.

As per the mandate of the Rights of Persons with Disabilities Act 2016, the Central Government has notified the Rights of Persons with Disabilities Rules, 2017 and the State Government had notified the Tripura Rights of Persons with Disabilities Rules, 2018.

### **1.1 VISION**

To create an environment which enables the persons with disabilities (divyangjan) to reach their potential, be equal partner in every sphere of life and influence social change.

### **1.2 MISSION**

To empower person with disabilities, through its various Act/Institutions/Organizations and schemes for rehabilitation and to create an enabling environment that provides such persons with equal opportunities, protection of their rights enabling them to participate as independent and productive member of society.

## 2. OBJECTIVE

In order to ensure effective operationalization of the broad principles laid down in the Rights of Persons with Disabilities Act, 2016 and also optimal penetration of the schemes already present in the State, a comprehensive policy framework is being adopted by the State Government for achievement of universal all inclusive development of the persons with disabilities & realization of being an effective workforce for sustainable development of the State & Nation. Needless to mention that this policy is only an operational guideline for certain sectors and is not a substitute for action as entailed by specific provisions of the Act. The basic objectives of the policy are:

- a. Smooth and effective implementation of all legislations relating to Divyangjan.
- b. Develop effective multi-sectoral coordination amongst concerned government agencies to ensure early detection, inclusion in education, skill building and appropriate employment, social mainstreaming and legal capacity for all Divyangjan.
- c. Provide necessary budget allocation and required provisions
- d. Suitable regulatory mechanism for effective delivery of services to Divyangjan
- e. Avoid discrimination, exploitation and exclusion of Divyangjan from all spheres of public life and delivery of services.
- f. Take suitable care of Divyangjan with high support needs due to disability, family circumstances or social exclusion.
- g. Strengthening monitoring, evaluation, social audit and data systems to ensure evidence based intervention.

## 3. STAKEHOLDERS

The Social Welfare & Social Education Department shall act as Nodal Department for monitoring the implementation of the policy. The key stakeholders in implementing the policy would be all Government Departments, Educational Institutions, Academicians, Financial Institutions, Research & Training Institutions, Rural & Urban Local Bodies and Community based Organizations.

All the Government Departments shall align their departmental objectives, policies and programmes towards achieving the vision of the Policy. The Policy aims to cover the entire divyangjan population of Tripura with the following focused Core Group of Government Departments for implementing the various provisions of the Rights of Persons with Disabilities Act, 2016:

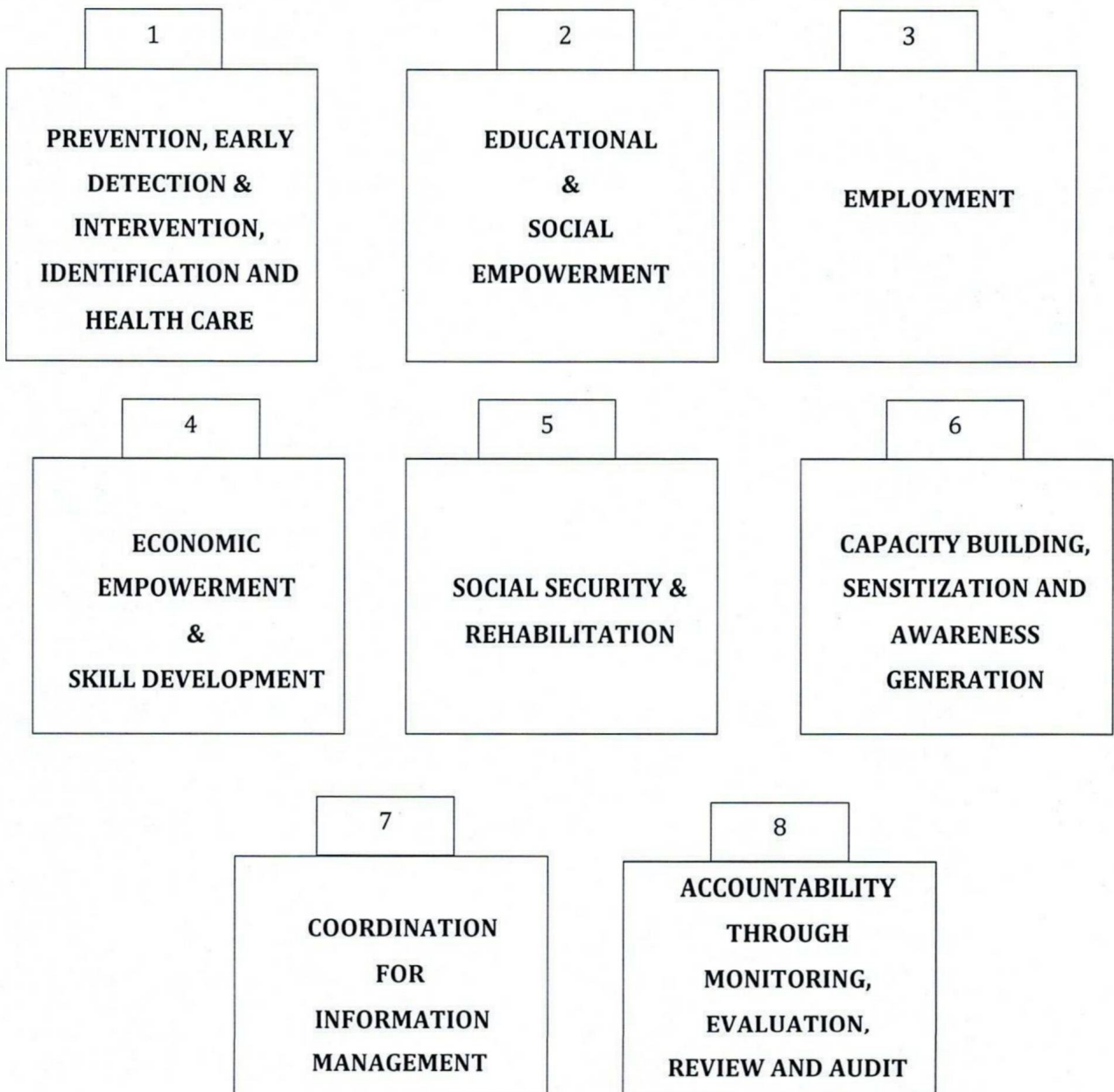
- |                                |                            |
|--------------------------------|----------------------------|
| 1. Agriculture                 | 7. Health & Family Welfare |
| 2. Animal Resource Development | 8. Higher Education        |
| 3. Fisheries                   | 9. Home                    |
| 4. Finance Department          | 10. Horticulture           |
| 5. Forest                      | 11. Industries             |

6. General Administration (Personnel & Training) 12. Information Technology (IT)

- 13. Information & Cultural Affairs (I&CA)
- 14. Labour
- 15. Law
- 16. Public Works
- 17. Revenue
- 18. Rural Development
- 19. School Education
- 20. Social Welfare & Social Education (NODAL)
- 21. Sports & Youth Affairs
- 22. Transport
- 23. Urban Development
- 24. The DM & Collector(s)

#### 4. STRATEGY FOR IMPLEMENTATION THE POLICY

##### EIGHT PILLARS FOR EMPOWERMENT





## 5. PREVENTION, EARLY DETECTION & INTERVENTION, IDENTIFICATION AND HEALTH CARE

### 5.1 PREVENTION

Prevention is the key to reduce the incidences of disability cases among new born. The developmental delays are common in early childhood and some of them can be prevented by pre-natal care. In order to ensure prevention of disabilities following actions will be taken.

- a. **MATERNAL HEALTH CARE SERVICES:** Early Childhood developmental (ECD) period i.e. the "First 1000 Days" refers to the period that begins with pregnancy planning and goes up to when the child reaches her second birthday. Therefore maternal health care services including pre-natal, natal service and post natal care will be ensured for all pregnant women in following aspects:
  - I. Reduction of teenage pregnancy less than 5% from existing 22%
  - II. 4 ANC checkup for all pregnant women
  - III. Nutritional counseling & nutritional supplement including folic acid, IFA tablets and calcium tablets for every pregnant women
  - IV. Establishment of first referral units at all sub-divisional hospitals to ensure emergency obstetric care management to reduce birth asphyxia.
  - V. To ensure 100% institutional delivery
  - VI. Medical & para-medical personnel will be adequately trained for quality maternal & new born care.
- b. **PREVENTIVE MEASURES:** Studies shall be carried out in the identified pockets using the services of experts to understand patterns and cause, if any, on occurrence of disabilities. This study shall be utilized for preparing action plan for preventive measures. The team of Rashtriya Bal Sathya Karyakram (RBSK) in co-ordination with Social Welfare & Social Education Department shall conduct survey covering all Anganwadi Centres within a year for identification of disabilities in children from an early age.
- c. **AWARENESS OF NUTRITION, HEALTH CARE AND SANITATION:** Action plan will be prepared towards improving awareness of nutrition, health care and sanitation amongst adolescent's girls, expectant mothers and women in the reproductive period. School teachers will be trained for generate awareness among students regarding health & nutrition.
- d. **AWARENESS CAMPAIGN:** Awareness campaign shall be done to encourage pregnant and lactating women to avail institutional delivery facility and claim benefit under Pradhan Mantri Surakshit MatritvaYojana (PMSMA), Pradhan Mantri Matru Vandana Yojana (PMMVY), Janani SurakshaYojana (JSY), Janani Shishu Suraksha Karyakaram (JSSK).

There shall also be awareness campaign for rural based pregnant women to avail free supply/ facility of vitamin supplements and immunization.

## 5.2 EARLY DETECTION & INTERVENTION

The Developmental delays are common in early childhood affecting at least 10 percent of the children. These delays if not intervened early may lead to permanent disabilities including cognitive, hearing or vision impairment. The following action shall be ensured:

- a. **COMPREHENSIVE NEW BORN SCREENING (CNS):** Comprehensive new born screening (CNS) shall be implemented at delivery points (all District Hospitals & PHCs) to identify any visual defects or other disabilities by the doctors specially trained for screening.
- b. **DISTRICT EARLY INTERVENTION CENTRE'S:** District early intervention centre's will be expanded in all the districts from existing 3 district to ensure early detection of developmental delays of susceptible newborns like premature newborn, SNCU discharge baby and baby born from high risk mothers. The Centres also provide necessary interventions.
- c. **SCREENING FOR 4 D'S - Defects at birth, Diseases, Deficiencies and Development Delays** including Disabilities shall be done for all children registered in all Anganwadi Centres & Schools up to 18 years of age through the Rashtriya Bal Sasthay Karyakram (RBSK) at least once a year. The outcome of the screening camps shall be utilized for grading of disabilities followed by proper UDID certification.
- d. **SUPPORT DEVELOPMENT OF INDIGENOUS SCREENING AND DIAGNOSTIC TOOLS:** The State shall support development of indigenous screening and diagnostic tools wherever required.
- e. **SURGICAL INTERVENTIONS AND IMPLANTS:** Necessary surgical interventions and implants wherever recommended by medical board shall be facilitated by the state using Government of India subsidy, state contribution and local bodies funds. The State shall purchase necessary equipment which shall be required for identification of disabilities in the ante-natal /neo-natal/early stages of childhood.
- f. **EARLY INTERVENTION THERAPEUTIC SERVICES:** Early intervention therapeutic services are not available mainly due to shortage or absence of professionals in semi urban and rural areas. The Community Workers and Mothers /care givers will be trained as "Trans disciplinary Workers" for undertaking the work under guidance of therapists from Composite Regional Centre Tripura, District Disability Rehabilitation Centres (DDRCs) & district hospital.

**g. ROLE OF NGOS AND MEMBERS OF CIVIL SOCIETY:** The assistance of NGOs and members of Civil society shall be taken for creating a larger network of early intervention services, and generating public awareness regarding critical role of early detection & intervention in preventing or reducing the impact of a disabling condition.

**h. TIME-TESTED AND BENEFICIAL CHILD NURTURING & PARENTING PRACTICES:**

The State shall also promote use of time-tested and beneficial child nurturing & parenting practices such as breast feeding, water therapy, massage, appropriate nutrition and mother-infant interactions for physical and mental development of the child during early years and specially during infancy. Physical activities such as yoga, dance & movement with music, swimming and adaptive physical education which have produced good results in development of motor, social, and cognitive skills of children with disabilities along with preventive immunization shall also be promoted.

### **5.3 PROVIDING UNIQUE DISABILITY IDENTITY CARD TO ALL DIVYANGJAN :**

The present District Disability Rehabilitation Centres (DDRCs) shall endeavor to provide more Unique Disability Identity (UDID) Cards to cover all the scheduled disabilities under the Act through various assessment camps in co-ordination with District Administration, Health & Family Welfare Department & Social Welfare & Social Education Department for enabling ease of delivering the government benefits to the person with disabilities in time bound manner.

### **5.4. ESTABLISHMENT OF 04 NEW DISTRICT DISABILITY REHABILITATION CENTRES (DDRCS).:-**

The State shall endeavor for establishment of District Disability Rehabilitation Centres (DDRCs) in each left out districts of the State. This shall cover the North Tripura, Khowai, Sepahijala and South Tripura District.

### **5.5. HEALTH CARE:-**

The Health and Family Welfare Department shall also take following steps to ensure implementation of requirements as laid down under section 10 and 25 of the Act:-

- i. Awareness on Reproductive Healthi-**Regular awareness drive shall be taken up for ensuring that persons with disabilities have access to appropriate information regarding reproductive & family planning especially women and no person is subjected to any medical procedure which leads to infertility without his or her free and informed consent.
- ii. General Awarenessi-Community** awareness shall be created regarding role of early intervention and mothers/care givers of divyang children shall be trained for home based therapy through AnganwadiCentres & Schools. Help of the

Rehabilitation Council of India & National Institutes shall be taken to decide what training is to be given in Community awareness.

- iii. **Special attention to at risk cases:-** Special attention shall be paid to identify "at-risk" cases, pre-natal, perinatal and post-natal care of mother and child. Other supplemental tools like television, radio and mass media shall also be utilized on the causes of disabilities and the preventive measures to be adopted, healthcare during the time of natural disasters and other situations of risk, etc.

#### **5.6. INTERNATIONAL DAY FOR PERSONS WITH DISABILITIES:**

To mark International Day for Persons with Disabilities on the 3<sup>rd</sup> of December every year, special joint survey shall be conducted by the Health Department and Social Welfare & Social Education Department, in campaign mode for 15 days concluding on the 3<sup>rd</sup> of December by doctors trained in identification of disabilities at an early age i.e. for all the children in Anganwadi Centres. The proposals for necessary interventions, rehabilitation and treatment on the cases identified shall be published on the 3<sup>rd</sup> of December to mark International Day for Persons with Disabilities.

#### **5.7. EARLY INTERVENTION & RESOURCE INSTITUTE FOR INTELLECTUAL DISABILITY:**

The Composite Regional Centre, Tripura shall act as Early Intervention & Resource Centre for dealing with cases related to Intellectual Disability for an early age in the State.

#### **5.8. STANDARDISED OPERATING PROTOCOL (SOP) OR DETECTION OF DISABILITIES BY ANGANWADI WORKERS:**

SOP shall be developed for detection of disabilities by Anganwadi Workers by the Social Welfare & Social Education Department in consultation with necessary stakeholders w.r.t. to the children enrolled in the Anganwadi Centres.

## **6. EDUCATION & SOCIAL EMPOWERMENT OF PERSONS WITH DISABILITIES (DIVYANGJANS)**

The following areas have been identified for time bound action by respective Departments either singly or in close coordination with other Departments as specified herein under:-

### **6.1. INCLUSIVE EDUCATION:**

Education is the single greatest tool for achieving social justice and equality. Inclusive and equitable education - while indeed an essential goal in its own right - is also critical to achieving an inclusive and equitable society in which every citizen has the opportunity to dream, thrive, and contribute to the nation. The education system must aim to benefit Children with Special Needs (CwSN), hereinafter referred to as CwSN, so that no child loses any opportunity to learn and excel because of circumstances of birth or background. This Policy reaffirms that bridging the social category gaps in accessibility, participation, and learning outcomes in school education will continue to be one of the major goals of all education sector development programmes for CwSN.

Education Department shall provide inclusive education as required under section 16 and 17 of the Act to all CwSN.

#### **6.1.1. COMPREHENSIVE ASSESSMENT FOR IDENTIFYING LEARNING GAPS**

A comprehensive assessment will be done once every year for assessing the learning gaps, monitor participation & progress in terms of attainment level of CwSN by constituting a team of Rehabilitation Professionals registered with Rehabilitation Council of India established under the Rehabilitation Council of India Act 1992. A learning plan shall also be prepared by the experts for each such learner/child.

#### **6.1.2. REASONABLE ACCOMODATION**

All CwSN will be provided with aids & appliances with barrier free enabling environment as per their needs, after assessment, emerging from specific disabilities, for every such period in the educational institutes as shall be specified by Education Department.

#### **6.1.3. TRANSPORT ALLOWANCE & ASSISTANCE**

Each CwSN shall be provided transport allowance as fixed by Education Department after taking into consideration the disability and the assistance required by such child and the economic cost of such intervention. Notification in this regard shall be issued within three months of adoption of this Policy.

#### 6.1.4. CwSN FRIENDLY TEACHING ECOSYSTEM - INDIVIDUALIZED SUPPORT

All such schools which have recorded presence of CwSN will be provided with enabling ecosystem which makes teaching and learning more CwSN friendly. In particular, following steps shall be taken:-

- A. **Adoption of special teacher : pupil ratio** - The State shall adopt special teacher : pupil ratio as and when recommended by the Hon'ble Courts/Central Government.
- B. **Clustering of Schools:** Schools having CwSN [a-cerebral palsy, b-visual impairment, c-hearing impairment, d-Intellectual disability, e-ASD (Autism Spectrum Disorder), f-specific learning disabilities,] shall be divided into clusters. While making clusters, the Department shall ensure that the distance between clustered schools is within a reasonable range. There shall be a special resource centre for each cluster or a group of clusters.
- C. **Resource Centres:** There shall be resource centres to support educational institution in the matters of CwSN.
- D. **Presence of Special Teachers:** In each cluster/ resource centre there shall be presence of special teachers (Rehabilitation professional who is registered with the Rehabilitation Council of India) for the disabilities [a-cerebral palsy, b-visual impairment, c-hearing impairment, d-Intellectual disability, e-ASD (Autism Spectrum Disorder), f- specific learning disabilities] which are represented in that cluster. Further, the number of Special Teachers in each type of disability shall not be less than that arrived at by pupil teacher norm as per number of CwSN falling in that cluster.
- E. **Case of deaf-blind or multiple disabilities:** Schools having registered presence of deaf-blind or multiple disabilities shall be dealt separately so as to ensure that pupil special teacher norm is achieved at school level. In these cases, even a single CwSN shall be entitled to one special teacher. At best grouping of two schools can be done to achieve this.
- F. **Accessible form of education:** There shall be provision of books & other learning material in accessible format (e.g. large print, Braille, videos with close captioning etc.) with appropriate assistive devices & appropriate technology based tools as well as adequate language appropriate teaching learning material free Of cost up to the age of eighteen for the students with benchmark disabilities.

- G. Sign language:** The teachers shall be encouraged to take up sign language training for imparting education.
- H. Encouraging of regular teacher to take special courses:** Existing regular teachers having B.Ed degree shall be encouraged to take up special courses under Rehabilitation Council of India to enable them to upgrade their capacity. The Education Department shall frame a policy in this regard within 3 months of adaptation of the policy.
- I. Encouraging special teachers for taking up advanced certificate in cross disability:** No CwSN shall be left out of fold of special educator of his/her category of disability. Efforts shall also be made to encourage special teachers for taking up advanced certificate inclusive education course in cross disability as per RCI approval or recognition so as to enable them to cover other disabilities also.
- J. Home based education plan for severe cases :** For CwSN having disabilities of such order which make them unable to attend schools, home based education plan shall be made. But such an arrangement shall not result in leaving out such CwSN, who can attend schools, from the coverage of formal schooling.
- K. Special Teacher Pupil Ratio in Private Schools :** Pupil - Special Teacher norms as adopted by the State Government shall be equally applicable to private schools recognized by the School Education Department. For this, a regular monitoring mechanism shall be put in place.

#### **6.1.5. INSTITUTIONAL DESIGN OF SPECIAL CwSN RESOURCE CENTRES:-**

Following steps shall be taken to have proper institutional arrangement which encourages and promotes participative and inclusive learning for the children with special needs:-

- A. Human Resources:** The Resource Centres of the Education Department, for CwSN shall be provided with adequate number of Special Teachers from at least each of such categories of disability (type of CwSN) which has presence in the schools falling in its (Resource Centre's) jurisdiction. Initially, there shall be One Resource Centre for each Block under a District and subsequently, the department shall increase the number of Resource centres on need basis. It shall be ensured that the number of CwSN attached to one Resource Centre shall be such that it does not create unfavourable special teacher pupil ratio. If required number of special teacher may be enhanced. It shall be ensured that each CwSN has access to

lesson plan with learning activity on daily basis and under no circumstances with more than one day gap.

- B. **Material Resources and Soft Skills:** The Resource Centres shall also have adequate infrastructure so that other support needs of CwSN are met. Disability specific learning material shall also be made available in each resource centre.
- C. **Net-working of Resource Centres:** The Resource Centres shall not work in isolation. Rather there shall be a close coordination amongst adjoining resource centres.
- D. **Special Counselors:** Each Special Resource Centre shall have RCI certified Counselors who shall have counseling plan for CwSN as per group or individual need.
- E. **Regular screening of children for early detection:** There shall be an institutional mechanism for engaging health professional for screening all the children (falling within its jurisdiction) at least once in a year for the purpose of identifying "at-risk" cases. Needless to mention that this is also mandate for Health Department under clause (c) of sub section(2) of section 25 of the Rights of Persons with Disabilities Act 2016.

#### **6.1.6. GIS MAPPING:**

GIS map shall be incorporated in the IT based information system of the Education Department. This map shall show, on real time basis, the strength of different categories of disabilities both in and out of school children.

Using the GIS mapping information, the Department shall evolve a system of positioning of special teachers and specially trained teachers in the beginning of each academic year.

#### **6.1.7. CREATING ADDITIONAL POSTS:-**

The Education Department shall take further steps to create posts for **special teachers**, from time to time, as per the number arrived at after periodic micro level analysis and the criteria as adopted based for student teacher ratio. The periodicity of micro level analysis shall not be more than a year.

#### **6.1.8. CREATING POOL OF SPECIALLY TRAINED TEACHERS:-**

A pool of specially trained teachers shall also be created such that their services can be availed as itinerant teachers to supplement existing arrangement. Following steps shall be taken by School Education Department and Social Welfare & Social Education Department for general and special schools respectively:-

Norms:- There shall be proper norms for recognizing **specially trained teachers**.



This shall be done in following manner:-

- a. **Notify Specialized Training Programmes:-**The Departments shall identify specialized training modules for preparing special trained teachers.
- b. **Expand coverage:-** Effort shall be made to cover at least 100-200 teachers in first phase. This shall commence at the earliest so that they shall be immediately positioned for meeting needs of CwSN in general schools. These teachers shall be deployed in individual schools or for cluster of schools based on the strength and geographical spread of CwSN.
- c. **Continuous feature:** Training of regular teachers in such specialized programmes shall be a continuous feature so as to have an optimum pool which can supplement to serve the needs of CwSN on continuous basis.
- d. **System of Incentives:** In order to encourage more teachers to take up specialized training programme, a system of incentives in promotional avenues or place of posting shall be notified by School Education Department.

#### **6.1.9. GENERAL SENSITIZATION OF ALL PERSONNEL WORKING IN GENERAL SCHOOLS AND SPECIAL SCHOOLS:-**

The other staffs deployed in general schools and special schools shall be given compulsory training and sensitized to handle the CwSN. Following steps shall be taken by the School Education Department & Social Welfare and Social Education department in this regard :

- A. **Training content and duration for general sensitization:-** A special training programme shall be devised such that it takes care of the basic needs of CwSN like- non-discrimination; respect for the evolving capacities of children with disabilities and respect for the right of children with disabilities to preserve their identities; equality in participating in academic and extracurricular activities, barrier free communication, their needs for reasonable accommodation, inclusivity of education, etc. All personnel working in such schools shall be essentially sensitized on the mandate of Section 16 of the Rights of Persons with Disabilities Act, 2016 Technical inputs from reputed agencies (RCI recommended/approved) and experts shall be suitably incorporated in the training design and content.
- B. **Action Plan :** A time bound action plan shall be prepared to cover all the teachers and staff. At least 30% to 40% teachers shall be covered within a year as far as School Education Department is concerned. For Special Schools it shall be completed within six months.
- C. **Service Conditions :** Necessary amendments shall be carried out in the service conditions to make such training compulsory for availing future benefits/incentives by teachers and staff. Necessary column shall also be added in annual appraisal reports in this regard.

- D. Decentralized institutional arrangement:** Proper institutional mechanisms shall be put in place for decentralized training so as to cover all teachers in time bound manner.

#### **6.1.10. OTHER REGULATORY ISSUES**

**6.1.10.1. Non-discrimination :** The School Education Department shall endeavor to provide environment of non-discrimination in terms of disability among student and with teachers for both Govt, and Private schools. During incidence or complain the matter shall be taken up suo-moto for rectification by the Department which shall be resolved within a maximum period of 1 week.

**6.1.10.2. Composition of School Management Committee:** Where there is presence of CwSN in a school, provision shall be kept for such parent having a child with special needs studying in the school to be a member of the School Management Committee for identifying gaps for CwSN. If there is presence of many such students the member/members may be the parent of a child with severe disability.

#### **6.1.11. RESERVATION OF SEATS IN HIGHER/TECHNICAL EDUCATION INCLUDING DIPLOMA COURSES AND RESEARCH:**

In order to carry forward the mandate under Sub Section(1) Section 32, all the Government institutions of higher education and other higher education institutions receiving aid from the Government shall reserve **not less than 5 (five) per cent** seats for persons with benchmark disabilities. Notification in this regard shall be issued within three month of adoption of this policy by the Higher Education Department after completing the exercise for identification of such courses in which reservation is possible.

#### **6.1.12. UPPER AGE RELAXATION OF 5 (FIVE) YEARS FOR ADMISSION IN INSTITUTIONS OF HIGHER EDUCATION:**

In order to carry forward the mandate under Sub Section(2) Section 32, the persons with benchmark disabilities shall be given an upper **age relaxation of 5 (five) years for admission in institutions of higher education.** Notification in this regard shall be issued within three months of adoption of this policy by the Higher Education Department.

#### **6.1.13. CONDUCTING TEACHER EDUCATION PROGRAMS:**

The Higher Education Department shall take up the matter with Colleges and University that are conducting Teacher Education Programs to prepare teachers to work with students with disabilities by incorporating chapters on various aspects of disability including identification of disabilities in the B.Ed. Courses in consultation with stakeholders.

#### **6.1.14 5% (FIVE) PERCENT SEATS IN RESIDENTIAL HOSTEL AT CONCESSIONAL RATES:**

With a view to encourage and facilitate persons with disabilities belonging to the Economically Weaker Section and rural areas, the Education Department shall reserve **5% seats in residential hostel at concessional rates** for students with benchmark disability.

#### **6.2 LEARNING INFRASTRUCTURE AT SPECIAL SCHOOLS:**

Besides adopting a comprehensive approach for inclusive education at general schools at primary and secondary level, equally focused approach shall be adopted for the special schools run by both, i.e. government and private sector. The following mechanism shall be put in place:-

- A. SPECIAL SCHOOL CODE/MANUAL:** The Education Department shall develop a Special School Code/Manual keeping in view the Rehabilitation Council of India (RCI) Act 1992, the Right to Education Act 2009, the Rights of Persons with Disabilities Act 2016 in consultation with RCI and National Institutes (under the Ministry of Social Justice & Empowerment, Govt, of India).
- B. ADOPTION OF SPECIAL TEACHER : PUPIL RATIO:** The State shall adopt special teacher : pupil ratio as and when recommended by the Hon'ble Courts/Central Government.
- C. DEPLOYMENT OF SPECIAL TEACHERS:-**"Special Teacher" meaning a Rehabilitation Professional as defined in the Section 2 (1) (n) of the Rehabilitation Council of India Act, 1992 and who is registered with the Rehabilitation Council of India. A review shall be carried out within three months of adoption of this policy for ascertaining shortage of Special Teachers in special schools based on the pupil teacher norm. Thereafter additional posts, as required, shall be created as per the notified norms keeping in view the existing posts (filled and unfilled). The Department shall then proceed with filling up of the new and existing vacant.
- D. UPGRADATION TO RESOURCE CENTRES:** All special schools shall be upgraded as Resource Centres catering to the need of the specific disability/disabilities.
- E. NGO RUN/PRIVATE SPECIAL SCHOOLS:-** The Social Welfare & Social Education Department shall review the position in respect of NGO run special schools. The teacher pupil norms as adopted by the Government for state run schools shall equally apply to NGO/private special schools also. The recognition of such schools shall accordingly be reviewed within six months of adoption of this policy.

### **6.3 CREATION OF BARRIER FREE ENVIRONMENT FOR THE PERSONS WITH DISABILITIES.**

The Rights of the Persons with Disabilities Act, 2016, inter alia, lays down mandatory requirements regarding accessibility of public and private Buildings. Under Section 40 of the Act, the rules regarding accessibility norms, viz, standards of accessibility for the physical environment, transportation, information and communications, including appropriate technologies and systems, and other facilities and services provided to the public in urban and rural areas are to be drawn up by Central Government.

All Department shall keep the provision **1.5% (own budget)** of the budget w.r.t. contingency fund for providing reasonable accommodation to the persons with benchmark disabilities which may include infrastructure, specific aid & appliances, specific programmes for computers etc.

#### **6.3.1. BRIDGING ACCESSIBILITY GAPS (BUILDINGS):**

Ministry of Urban Development had released harmonized guidelines and Space standards for Barrier Free Environment for Persons with Disabilities which includes **accessible route, parking, entrance to buildings** as outdoor features and **accessible reception, corridors, lifts/elevators, staircases, toilets, drinking water provisions and signage (including braille)** as indoor feature.

For abiding by mandate of time limit for making existing infrastructure and premises accessible in accordance with the rules formulated by the Central Government

AND

Formulating & publishing of an action plan the by appropriate Government and the local authorities based on prioritization, for providing accessibility in all their buildings and spaces providing essential services such as all primary health centres, civil hospitals, schools, railway stations and bus stops

AND

Provision of barrier-free access in all parts of Government and private hospitals and other healthcare institutions and centres:

**6.3.1.1. Comprehensive Accessibility Audit** shall be conducted as per Schedule -1 and Schedule-II to ensure that all Government buildings are made compliant with statutory provisions. The audit shall assess the gaps in infrastructure as per the requirements of harmonized guidelines published by Central Government. **State Public Works Department shall act as Nodal Department** for laying down accessibility criteria of all such [buildings.lt](#) shall also be the responsibility of all the Departments to take up the matter of accessibility audit of all the establishments under it through the State Public Works Department as per **Schedule-I and Schedule-II**. After completion of accessibility audit, all the concerned Departments shall take steps as per the timelines given in **Schedule-I and Schedule-II** for

bridging the accessibility gaps as identified in terms of the harmonized guidelines. The Departments shall take up this exercise for covering following broad areas:-

- i. **Revenue Offices/Courts/Block Offices/Police Stations:-**All District Magistrate Offices, Police Headquarters & SP Offices, District Courts, Sub divisional Courts, All other Judicial establishments, Sub Divisional Magistrate Offices, Deputy Collector Offices, Tehsils, RD Block Offices and Police Stations- **Schedule-I Part A.**
- ii. **Health Infrastructure:-** Healthsub-centres/PHCs/sub-divisional hospitals/district Hospitals and referral hospitals at State levels -**Schedule-I Part A.**  
A separate plan shall also be prepared for private hospitals/nursing homes as per **Schedule-II.**
- iii. **Infrastructure at AnganwadiCentres, Schools, Special Schools, Polytechnics, Colleges/Universities and other learning centres:-**All the institutions of learning shall be made accessibility compliant with special attention towards requirements of varying needs of children/learners with disabilities as per Schedule-I Part A.  
A separate plan shall also be prepared for private schools/ institutions of learning as per **Schedule-II.**
- iv. **Transport Infrastructure:-**Bus stops/bus terminals/ motor stands operated either directly by the Government or through corporations or societies. Transport Department shall also coordinate with Railways and Airports Authority to facilitate implementation of accessibility norms at railway stations and airports - **Schedule-I Part A.**
- v. **Zilla Parishad and Panchayat Samiti and Panchayat offices-** **Schedule-I Part A.**
- vi. **TTAADC HQ and all Zonal Offices -** **Schedule-I Part A.**
- vii. **Sports infrastructure-Steps** shall be taken under clauses (a) to (f) of sub section (3) of Section 30 for redesigning sports infrastructure, technology to enhance talent, providing multi-sensory features- **Schedule-I Part A.**
- viii. **Cultural Centres& Stadiums-This** will include all such entries which are funded by State Government irrespective of their current ownership for management purposes - **Schedule-I Part A.**
- ix. **Other Government Offices and public amenitiespublic rest house, toilets etc.)[excluding categories covered from point (i)to (vii).]-** Offices/public amenities(including attached units in field) at State, District, Sub Division, Block, Tehsil (if relevant), Village(if relevant) - **Schedule-I Part B.**
- x. **Private Buildings:** Covering Health infrastructure, Schools/private professional colleges/private Universities, Shopping complexes and Shopping malls, privately owned Cultural Centres, etc. having sizeable footfalls as per **Schedule-II.**

#### 6.3.1.2 POLLING/POLLING STATIONS:

A special drive has to be taken by the State for making polling/polling stations accessible for the persons with disabilities if such is not accessible.

### **6.3.1.3 GRANTING PERMISSION TO BUILD ANY STRUCTURE & ISSUANCE OF CERTIFICATION OR ALLOWING TO TAKE OCCUPATION OF BUILDING:**

For compliance of the mandate of Section 44 of the Act, regarding granting permission to build any structure & issuance of certification or allowing to take occupation of building unless adherence to the rule formulated by the Central Government (Harmonized Guidelines), the State Public Works Department, the State Rural Development Department & State Urban Development Department shall jointly issue Notification with 2 (Two) months of adaptation of this policy.

### **6.3.2. ACCESS TO INFORMATION AND COMMUNICATION TECHNOLOGY:**

Measures shall be taken up by concerned Departments such that divyangjans have adequate access to information which is necessary to enable them to equally participate in social, economic, political and cultural life.

**6.3.2.1. INFORMATION FOR GENERAL PUBLIC IN ACCESSIBLE FORM:** I&CA Department shall issue notification within two months from adaptation of this policy regarding provision of all information for general public in accessible form for all categories Persons with Disabilities including Braille format, high size fonts, sign language, close captioning etc.

**6.3.2.2. BRAILLE:** All Departments shall ensure the publication of journals, annual reports, important communications to public etc., in Braille script also.

**6.3.2.2. ELECTRONIC MEDIA:** I&CA Department shall issue guidelines to all media houses to make their services more divyangjan friendly and adopt e PUB (Electronic Publication)/ OCR (Optical Character Reader) format. The electronic media shall be issued advisory from time to time for compliance with clause (i) & (ii) of section 42 of the Act and Accessibility Standards for Persons with Disabilities in Television Programmes released by the Ministry of Information & Broadcasting, Government of India. Emphasis is to be laid on providing audio description, sign language interpretation & close captioning.

**6.3.2.3. PUBLICITY MATERIAL OF ALL DEPARTMENTS:** It shall also be ensured that publicity material of all Departments which is in electronic form, meets the requirement of clause (i) & (ii) of section 42 of the Act. I&CA Department shall be responsible for monitoring this aspect & all such publicity material shall be released only after approval of I&CA Department.

**6.3.2.4. ACCESSIBILITY OF GOVERNMENT WEBSITES:** As communication of information through technology has become an integral part of life today, therefore, step needs to be taken by concerned Departments to make information accessible through technology. IT Department shall monitor and ensure that all the government websites areas

per the guidelines in this regard & as adopted by Department of Administrative Reforms and Public Grievances, Government of India in terms of Section 40 of the Act read with Rule 15(Central Rules under said Act). It shall be ensured that the all the documents on websites are in Electronic Publication (ePUB) or Optical Character Reader (OCR) based pdf format.

**6.3.2.5. REVIEW OF WEBSITES:** IT Department shall undertake review of all Government / PSU / Autonomous bodies in websites on quarterly basis. First such review shall be done within 3(Three) months of adoption of this Policy.

**6.3.2.5. SIGN LANGUAGE FOR IMPORTANT GOVERNMENT EVENTS:** I&CA Department shall keep the provision of sign language interpreter in all important programme of the Government specially for speeches of Hon'ble President, Governor, Prime Minister, Chief Minister & other Ministers and when telecasted shall follow the provisions of Accessibility Standards for Persons with Disabilities in Television Programmes released by the Ministry of Information & Broadcasting, Government of India.

### **6.3.3. ACCESS IN TRANSPORT**

The Transport department shall take steps to ensure full compliance of the Harmonized guidelines released by the Government of India with regard to Transport sector accessibility. The Harmonized Guidelines for Passenger with Disabilities over Indian Railways (Ministry of Railways) and Handbook on Barrier Free Space Standards for Built Environment for Persons with Reduced Mobility (Ministry of Civil Aviation) to be followed in this regard.

**6.3.3.1. COMPREHENSIVE ACCESSIBILITY AUDIT OF PUBLIC BUSES:** For public buses under the state government, the State Transport Department will act as the Nodal Department and issue Notification within 3 months of adaptation of the policy for conducting Comprehensive Accessibility Audit of public buses under the Department for ramps and other accessibility features etc. as per Code for Approval and Design of Bus Body adopted by the Ministry of Road Transport & Highways, Government of India.

**6.3.3.2. RETROFITTING OF EXISTING BUSES:** The Transport Department shall conduct retrofitting of existing buses under the State Government as per norms.

**6.3.3.3. INCENTIVE & CONCESSIONS FOR RETROFITTING OF TRANSPORT RUN BY PRIVATE OPERATORS:** Transport Department shall develop schemes for incentive & concessions for retrofitting of transport run by private operators for adherence to the accessibility norms.

**6.3.3.4. CONCESSION OF REGISTRATION FEE FOR REGISTRATION OF SPECIAL VEHICLES:** The Transport Department shall take steps for concession of Registration Fee for registration of Special Vehicles for use by the persons with benchmark disabilities.

**6.3.3.5. SPECIAL GUIDELINES FOR ISSUANCE OF DRIVING LICENSES TO THE PERSONS WITH DIFFERENT DISABILITIES:** The Transport Department shall formulate

special guidelines for issuance of driving licenses to the persons with different disabilities for making the process simple, smooth and hassle free.

**6.3.3.6. SPECIAL PARKING PLACES:** The Transport department shall develop special parking places for Divyangjans in the prominent locations or public places in consultation with stakeholders.

## **6.4 SPORTS:-**

Sports plays an important tool for social development of an individual and can be optimally utilized for development of an inclusive society

Sports and Youth Affairs shall take measures for effective participation of persons with disabilities in sporting activities as per mandate of Section 30 of the Act. Sports and Youth Affairs shall in coordination with I&CA, Higher Education Department & School Education Department take following steps to promote sporting activities:-

- A. SPECIALIZED EQUIPMENTS & SPORTING ITEMS:** Specialized equipments & sporting items shall be provided, to begin with on cluster basis. Depending upon the strength of CwSN/ other learners and their specific needs, clustering of schools shall be done in consultation with Education Department.
- B. REGULAR INTER SCHOOL / INTER COLLEGE COMPETITIONS:** Regular inter school / inter college competitions for CwSN shall be organized alongside with regular competitions held for normal children to build confidence levels of CwSN / other learners and make them feel more integrated with social and cultural life.
- C. STATE LEVEL /DISTRICT LEVEL SPORTING EVENT ALONGSIDE WITH REGULAR COMPETITIONS:** To encourage CwSN and other learners for participating in disability specific sporting activities, an annual State Level event shall be organized in addition to an annual District level sporting event alongside with regular competitions at RD Block levels. In such events, due care shall be taken to ensure that CwSN with similarly situated hardship/disability only are allowed to compete with each other.
- D. PARTICIPATING IN REGIONAL, NATIONAL LEVEL EVENTS:** Based on the acquisition of competency and skills, a minimum of 10 (ten) students (CwSN) or learner shall be selected annually for participating in regional, national & international level events.
- E. STATE OF ART SPORTS FACILITY FOR TRAINING OF PERSONS WITH DISABILITIES:** The Sports & Your Affairs Department shall endeavor to build a state of art sports facility for training of persons with disabilities including coaching facilities as well as services of sports teachers who understand needs of Divyangjans.



**F. SCHEMES FOR PARTICIPATION OF DIVYANGJAN IN NATIONAL & INTERNATIONAL**

**LEVEL:** The Sports & Your Affairs Department shall develop schemes for participation of Divyangjans in National & International Level. The sports Department shall encourage and sponsor promising sports persons among the divyanjans for participating in international sports events.

**G. TRAINING OF COACHES & SPORTS TEACHERS FOR DIVYANGJAN:** The Sports & Youth Affairs Department shall make provisions in the State Sports Academy for training of coaches & sports teachers for Divyangjans.

**H.** A **detailed circular** covering the action points as outlined above shall be issued by Sports and Your Affairs Department in consultation with I&CA, School Education & Higher Education Department within 3 (three) months of adoption of this Policy.

**6.5. CULTURAL AND RECREATIONAL ASPECTS:**

Measures will be taken by I&CA Department to promote & protect the rights of all persons with disabilities to have a cultural life and being able to participate in recreational activities equally with others as per Section 29 of the Act.

**A. MAKING ART ACCESSIBLE TO PERSONS WITH DISABILITIES:** Emphasis shall be laid on making art accessible to persons with disabilities, promoting recreation centres, and other associational activities; redesigning courses in cultural and arts subjects to enable participation and access for persons with disabilities; developing technology, assistive devices and equipments to facilitate access and inclusion for persons with disabilities in recreational activities amongst others things.

**B. SCHEMES TO PROVIDE FACILITIES, SUPPORT & SPONSORSHIPS:** I& CA Department shall develop schemes to provide facilities, support & sponsorships to the artist and writers among divyangjans with benchmark disabilities to pursue their interests and talents and shall notify such within 6 months of adaptation of this policy.

**C. STATE LEVEL /DISTRICT LEVEL CULTURAL EVENTS ALONGSIDE WITH REGULAR COMPETITIONS:**To encourage persons with disabilities including CwSN for participating in cultural activities, an annual State level event shall be organized by I&CA Department in addition to an annual District level cultural event. In such events, due care shall be taken to ensure that CwSN/others with similarly situated hardship/disability only are allowed to compete with each other

**D. VISITS AND SUMMER CAMPS:** The Education Department in collaboration with Social Welfare & Social Education Department and IC&A Department shall endeavor to arrange

visits and summer camps to cultural, scientific, geological and environment tourist places to CwSN for necessary exposure.

E. A **detailed circular** covering the action points as outlined above shall be issued by the I&CA Department within 3 (three) months of adoption of this Policy.

## **6.6. ENTITLEMENTS AND PREFERENTIAL TREATMENT TO DIVYANJAN GOVERNMENT EMPLOYEES:-**

**6.6.1. NON DISCRIMINATION AND BARRIER FREE CONDUCTIVE ENVIRONMENT:** All state government departments shall strive to create Non discrimination and Barrier free conducive environment to divyangjan employees as per section 20 of the Act.

Specific study / assessment shall be conducted by a joint team of PWD, Social Welfare & Social Education Department & the concerned department of all such work spaces, which has presence of persons with disabilities. This shall be done suo-moto and not later than 30 days in case the divyangjan makes such request.

**6.6.2. REASONABLE ACCOMMODATION AND BARRIER FREE ENVIRONMENT TO DIVYANGJAN EMPLOYEES:** The State Public Works Department will issue centralized guidelines for providing reasonable accommodation and barrier free environment to divyangjan employees as required under sub section(2) of Section 20 read with definition under clause (y) of section 2.

**6.6.3. MAINTENANCE OF SEPARATE RECORD FOR PERSONS WITH DISABILITIES:** Each Department shall maintain separate record for Persons with Disabilities as per sub section(1) of Section 22 and rules notified therebyspecially relating to matters of employment and facilities provided to them.

**6.6.4. GRIEVANCE REDRESSAL OFFICER:** All state government departments shall make appointment and issue notification of Grievance Redressal Officer under section 23 of the Act within 3 (Three) months of adoption of this policyand shall inform the State Commissioner for Persons with Disabilities about the appointment of such officer.

**6.6.5. EQUAL OPPORTUNITY POLICY:**As per mandate of Section 21 of the Act, department under the State Government shall notify equal opportunity policy detailing measures proposed to be taken by it in pursuance of the Chapter IV (Skill Development &and Employment) in the manner as may be prescribed by the Central Government (The Rights of Persons with Disabilities Rules, 2017) and register a copy of the said policy with the State Commissioner for Persons with Disabilities

- 6.6.6. TRANSFER OF SUCH EMPLOYEES WHO ARE CAREGIVERS TO THE PERSONS WITH DISABILITIES:** All state government Departments shall follow the guidelines and SOP regarding transfer of such employees who are caregivers to the persons with disabilities as per the notified policy of GA(P&T) Department.
- 6.6.7. RELIEF IN WORKING HOURS:** Relief shall be provided in working hours for such employees who are care givers for the persons with benchmark disabilities as per the notified policy of GA(P&T) Department.
- 6.6.8. TRANSFER POLICY FOR DIVYANGJAN EMPLOYEES:** The GA(P&T) Department shall time to time issue transfer policy for divyangjan employees based on the need and feedback and recommendations, if any, of the State Commissioner for Persons with Disabilities, Tripura in this regard. The guidelines of the State Government will be, to the extent required, be harmonized with the norms of DoPT, Government of India.
- 6.6.9. AWARENESS:** The State shall endeavor to create awareness on the benefit received by the employees with disabilities. The I&CA Department will take the lead in this matter in consultation with the Social Welfare & Social Education Department.

**6.6.10. LEGAL CAPACITY:-**

The Law Department shall coordinate with State Legal Service Authority to support persons with disabilities in getting their rightful share & legal rights.

**6.6.10.1. ACCESS TO ANY SCHEME, PROGRAMME, FACILITY OR SERVICE:** State Legal Services Authority shall also make provisions to ensure that persons with disabilities have access to any scheme, programme, facility or service offered by them equally with others.

**6.6.10.2. LEGAL CAPACITY ON AN EQUAL BASIS:** Law Department shall further coordinate with all concerned so that persons with disabilities enjoy legal capacity on an equal basis with others in all aspects of life and have the right to equal recognition everywhere as any other person before the law.

**6.6.10.3. APPOINTMENT OF GUARDIANSHIP:** The State shall facilitate legal guardianship under The National Trust Act 1999 in a timely manner and facilitate processing of guardianship application by **Local Level Committee** constituted under the District Magistrates & Collectors.

**6.6.10.4. HOMELESS DIVYANGJAN:** The rights of homeless Divyangjan in institutions will be respected on equal basis with others and shall be given priority in inclusion at school, skill building and employment.

**6.6.10.5. PROTECTION FROM ABUSE, VIOLENCE AND EXPLOITATION OF PERSONS WITH DISABILITIES:** The District Administration shall be responsible for putting in place necessary support systems as per mandate of Section 7 of the Act w.r.t. protection from abuse, violence and exploitation of persons with disabilities.

**6.6.10.6. DISTRICT-LEVEL COMMITTEE ON DISABILITY:** The District Administration shall constitute District-level Committee on disability (as per mandate of Section 72 of the Act) and shall perform such functions as may be prescribed under the rules made therein under with the following members.

- i) An Officer of the Civil Service of the Union or of the state , not below the rank of a District Magistrate or Deputy Commissioner, as the case may be, of a district - Officio Chairperson;
- ii) Civil Surgeon or Chief Medical Officer member;
- iii) a Psychiatrist of the District Hospital member;
- iv) a Public Prosecutor of the District member;
- v) a Representative of a Registered Organization member;
- vi) a Person with disability as defined in Clause(s) of section 2 of the Act member; and
- vii) Any other member as invited by the Chairperson member;
- viii) District Officer dealing with empowerment of persons with disabilities member secretary;

## **6.7. SPECIAL PROVISIONS FOR DIVYANG GIRLS AND WOMEN:**

The Divyang women and girls are doubly vulnerable to injustice being meted out inside and outside their homes hence the following provisions (A to E) will be ensured by the Home Department and notification issued within 3 months from the date of adoption of the policy:

- A. HELP LINE SERVICES:** Help-line services to support Divyang women, girls and their families to prevent concealment, abandoning, neglect, segregation in relation to home and family life shall be merged with existing helpline for women.
- B. PRIORITY IN REGISTERING POLICE COMPLAINT:** Special protection for Divyang women and priority in registering police complaint against all forms of exploitation, abuse, violence including physical mental sexual and emotional at all places including home, educational institutions, work place or government respite home.
- C. EMPOWERED ABOUT RIGHTS AND DUTIES:** Women with disabilities shall be empowered about their rights and duties. Empowerment means taking hold of personal strength and to share knowledge with others.

- D. ACCESSIBLE, SAFE AND CONFIDENTIAL COMPLAINT MECHANISM:** There shall be accessible, safe and confidential complaint mechanism to report instances of exploitation, abuse and violence by Divyang women & girls.
- E. PROTECTION, COUNSELING AND SUPPORT SERVICES:** Protection, counseling & support services for Divyang women & girls who have been victim of abuse, violence or exploitation of any kind. **The One Stop Centres** in the district shall actively work towards fulfilling these objectives. The DM & Collectors shall publicize the services of One Stop Centre within the district.
- F. RESERVATION FOR DIVYANG WOMEN IN WORKING WOMEN HOSTEL:** There shall be 10 (Ten) % reservation for divyang women in working women hostel run by the Government.

### **6.8. SPECIAL PROVISIONS FOR DIVYANG WITH HIGH SUPPORT NEEDS.**

The term High Support means an intensive support, physical, psychological and otherwise, which may be required by a person with Benchmark Disability for daily activities, to take independent and informed decision to access facilities and participating in all areas of life including education, employment, family and community life and treatment and therapy

- 6.8.1. SCHEMES TO PROVIDE REASONABLE LIVING MEANS TO DIVYANG WITH HIGH SUPPORT NEEDS:** The State shall formulate schemes to provide reasonable living means to Divyang with high support needs in the form of living allowance, subject to economic status of parents.
- 6.8.2. PREFERENCE:** While considering implementation of any welfare scheme for the divyang, the high support need category will be given preference.
- 6.8.3. ASSESSMENT BOARD FOR EVALUATING THE NEED OF HIGH SUPPORT FOR A DIVYANG:** The State shall setup an Assessment Board as prescribed by the Central Government for evaluating the need of high support for a divyang whose case has been referred by an Authority as notified under Section 38 of the Act.

### **6.9. AIDS AND APPLIANCES, ASSISTIVE DEVICES AND FOLLOW UP CARE AND MAINTENANCE**

- A. AIDS & APPLIANCES AND ASSISTIVE DEVICES:** The State shall provide required aids & appliances and assistive devices for Divyangs using the Government of India and State Schemes to enable & facilitate personal mobility, artificial limbs & assistive devices, communication, interface and loco-motor action etc. Efforts shall be made to avoid duplication of provisions to individual divyangs.
- B. The Composite Regional Centre (CRC) Tripura and the District Disability Rehabilitation Centres (DDRCs)** will aid the State Government for assessment and facilitation of aids & appliances and assistive devices.

- C. **REPAIRS OF ASSISTIVE DEVICES:** The Composite Regional Centre (CRC) Tripura and the District Disability Rehabilitation Centres (DDRCs) shall also facilitate for the repairs of assistive devices.
- D. **COMPREHENSIVE REHABILITATION PACKAGE:** The State shall ensure that a comprehensive rehabilitation package is encouraged which takes care of distribution of aids & appliances, provides rehabilitative services, therapeutic care and training post distribution of the aids through the Composite Regional Centre (CRC) Tripura and the District Disability Rehabilitation Centres (DDRCs).
- E. **CO-ORDINATION WITH GOVT. OF INDIA:** The State shall co-ordinate from time to time with ALIMCO under the Ministry of Social Justice & Empowerment, Govt, of India for assessment & distribution of Aids & Appliances.

#### **6.10. SETTING UP OF PRODUCTION PLANT OF ALIMCO IN THE STATE**

The State shall endeavor to set-up a production plant by ALIMCO for production of Aids & Appliances for Divyangjans in the State as well as to cover the demand of North East India. The production plant shall also aid in generation of jobs in the production Unit for the State.

### **7. EMPLOYMENT.**

Employment is the best means of providing dignity, self-confidence and respect for Divyangs. Therefore the state would ensure equal opportunities to Divyangs in the matter of employment in public and private institutions.

#### **7.1. 4(F0UR)% RESERVATION IN DIRECT RECRUITMENT**

In case of direct recruitment, **four per cent** of the total no. of vacancies to be filled up by direct recruitment, in the cadre strength in each group of posts i.e. Group A, B, C and D shall be reserved horizontally for persons with benchmark disabilities (as notified by the State Government in 2019.)

#### **7.2. 4(FOUR) % RESERVATION IN PROMOTION.**

**4%** reservation shall also apply to each post to be filled up by promotion in the cadre strength in each group of posts i.e. Group A, B, C & D horizontally for persons with benchmark disabilities (as notified by the State Government in 2021).

#### **7.3 SPECIAL ARRANGEMENTS.**

Each Department shall notify and declare on quarterly basis posts (Cadre wise and Group wise) as identified & reserved for persons with disabilities keeping in view the provisions of Section 33 & 34 of the Act. This declaration shall also notify, for general

information, the percentage of posts (against total identified posts) which are filled in each category.

GA(P&T) Department shall ensure implementation of this mandate and undertake a half yearly review besides obtaining quarterly returns as per prescribed format provide by the GA(P&T) Department.

#### **7.4. INCENTIVES & OTHER BENEFITS.**

**7.4.1. INCENTIVES TO INDUSTRIAL UNITS:** The State Government shall provide incentives to industrial units which shall reserve 5% of their workforce for person with benchmark disabilities. The incentives could cover 1% concession in rent chargeable by Industries & Commerce Department or rate of electricity / water supply or charges payable for municipal services.

**7.4.2. DEPLOYMENT OF 5% WORKFORCE FOR INCENTIVE:** The industry / unit preferring such incentive has to first ensure deployment of 5% workforce from amongst divyangjans for compliance with Section 35 of the Act.

**7.4.3. NATURE OF CONCESSIONS:** Notification outlining the nature of concessions shall be issued by Industries & Commerce/ Power Department / Urban Development Department within 4 (four months) of adoption of this policy.

**7.4.4. PROVISION OF EMPLOYMENT TO DIVYANGJAN WHERE THE STATE PROVIDES LAND OR AMENITIES AT CONCESSIONAL RATE:** All jobs created in the industry or establishments where the State provides land or amenities at concessional rate shall agree to the provisions of Rights of Persons with Disabilities Act, 2016 for providing employment to Divyangjan.

**7.4.5. INCENTIVE SCHEME FOR PROVIDING EMPLOYMENT TO PERSONS WITH DISABILITIES IN PRIVATE SECTOR:** The Industries & Commerce Department shall take the initiative within 3 months of adaptation of the policy for notifying & encourage the private Sector regarding the Government of India Scheme under the Ministry of Social Justice & Empowerment "Incentive scheme for providing employment to persons with disabilities in private sector".

**7.4.6. OTHER BENEFITS:** In case of acquired disability of laborers due to accident benefit shall be provided as per schemes & norm covered under the Labour Department and provisions under ESI.

#### **7.5. ENCOURAGING ENTREPRENEURSHIP.**

Self Employment & Entrepreneurship is best form of employment and act as an engine for employment generation in unorganized sector.

**7.5.1. FORMULATION OF SCHEMES AND PROGRAMS:** The State shall formulate schemes & programs including provisions of loans & subsidy in repayment of interest to facilitate self-employment of Divyangs and include it in its Employment & Self-employment policy.

**7.5.2. NATIONAL HANDICAPPED FINANCE & DEVELOPMENT CORPORATION (NHFDC):** Loan shall be provided to divyangs as per norms prescribed by NHFDC for their self employment ventures and for pursuing professional/technical education. SC Welfare Department shall take necessary action in this regard for wide publicity, wide coverage and issue fresh notification within 3 month of adaptation of the policy.

**7.5.3. DIVYANGJAN FRIENDLY PORTALS:** The State shall develop divyangjan friendly portals interlinking with other employment websites that would provide up to date information regarding education & employment opportunities and guide them regarding different government schemes and industry sponsored on-job training.

## **8. ECONOMIC EMPOWERMENT & SKILL DEVELOPMENT**

### **8.1. SPECIAL INCENTIVE FOR ACCESSING GOVERNMENT SERVICES AND PRIORITY IN ACCESS TO SERVICES WITHIN THE STATE:**

**8.1.1.** There shall be preferential treatment and 50% concession in healthcare services provided to the divyangjans with benchmark disabilities subject to such family income as notified by Health & Family Welfare Department from time to time.

**8.1.2** All Parks, Recreational Centres, Wild Life Sanctuary, Zoo, Exhibition Centre and Museums managed & run both by Govt, and other organizations/societies shall offer subsidy at 50% in entry fee, only to the person with benchmark disability on production of his/her UDID card and one care giver (in case of severe disability) subject to production of documents of care giver. The other accompanying persons with the person with benchmark disability shall not be allowed subsidy. The Forest Department, Tourism Department and UD Department shall issue notification within 2(two) months of publication of this policy.

### **8.2. SKILL DEVELOPMENT:**

Keeping in view the requirements under section 19 of the Act, Skill Development Directorate under Industries & Commerce Department shall, within 3 (three) months of adoption of this policy, notify programmes which will be offered for vocational training. Besides, steps shall be taken for arranging Interest subvention or extending loans at concessional rates to divyangjans for self-employment activities.

**8.2.1.** Following steps shall also be taken by Skill Development Directorate under Industries & Commerce Department for comprehensive coverage of divyanjans in self-employment activities/programmes/schemes:-



- A. **INCLUSION OF PERSON WITH DISABILITY:** Inclusion of person with disability in all vocational and skill training schemes and programmes. The Directorate of Skill development shall prepare District wise action plan keeping in view the general presence of persons eligible under the extant self employment schemes.
- B. **UPGRADE SKILLS OF SELF EMPLOYED PERSONS FOR EXPANDING THEIR BUSINESS OPPORTUNITY:** For this, exclusive skill training programmes in IT based tools shall be made available to such divyangjans. Within three months adoption of this policy, the Skill Development Directorate under Industries & Commerce Department shall notify the spectrum of such programmes which shall be offered as a part of this intervention.
- C. **MARKETING THE PRODUCTS:** Necessary intervention shall be made for marketing the products made by persons with disabilities. For this floor space/stalls shall be reserved for persons with benchmark disabilities as per para 8.2.4. in all govt, sponsored or govt, funded markets/shopping complexes. Skill Development Directorate under Industries & Commerce Department shall get the necessary notification issued in this regard within three months adoption of this policy.

#### 8.2.2. ADDITIONAL MEASURES:

- A. **CO-ORDINATION OF DIRECTORATE OF SKILL DEVELOPMENT AND DDRCs:** For better coordination between Skill Directorate and DDRCs, a staff from the Directorate of Skill Development shall be deputed to the DDRCs on the dates when registration & assessments are done for UDID cards with the aim of reaching out to the persons with disabilities who visit the DDRCs, for interacting and assessing the necessary skills requirement of the persons with disabilities for their economic empowerment as per requirement.
- B. **CONVERGENCE OF EXISTING CENTERS AND ESTABLISHMENT OF CENTERS:** The state shall facilitate imparting of skills through convergence of existing centers and establish centers where none exists for persons with disability or for specific disability.
- C. **SKILL BUILDING COURSES BASED ON INDUSTRY DRIVEN CURRICULA AND PEDAGOGY:** Skill building courses will be based on industry driven curricula and pedagogy which will also support self-employment. Job-oriented eLearning courses can reach thousands of students with disability through the universal IT platform.
- D. **CASE OF PERSONS WITH INTELLECTUAL OR ASD DISABILITY:** For persons with intellectual or ASD disability the state shall encourage parent organizations and NGOs to operate vocational training and skill building centers. Such centers shall develop vocational skills as well as behavioral and emotional skills among their trainees appropriate for employment in supported workshops or open employment facilitated by mentors. The mentors for facilitating open employment shall be considered part of skill building initiative and training programs shall be developed for mentors.

- E. **ACCREDITATION OF SKILL BUILDING COURSES:** The State shall support the accreditation of skill building courses conducted by NGOs as specified by Skill Council for Persons with Disability (SCPwD) for each type of disability. The accreditation will be done by a selected Govt, agency involved in providing vocational and skill building programs.
- F. **CASE OF INTELLECTUAL DISABILITY AND DIVYANGJAN WITH HIGH SUPPORT NEEDS:** For persons with intellectual disability and Divyangjan with high support needs there shall be no age bar for continuing training in the vocational centres. The persons with high support needs will continue to acquire skills appropriate to their daily living with dignity.

## **9. SOCIAL SECURITY & REHABILITATION.**

### **9.1 SOCIAL SECURITY.**

#### **9.1.2. MARRIAGE GRANT TO COUPLES WHERE ONE IN PERSON WITH BENCHMARK DISABILITY.**

All eligible couples where one in person with benchmark disability shall be covered under the scheme by the Social Welfare & Social Education Department who apply during or immediately after the marriage at the district level.

#### **9.1.3. 5% (FIVE) PER CENT RESERVATION IN ALLOTMENT OF AGRICULTURAL LAND & HOUSING, ALL POVERTY ALLEVIATION & VARIOUS DEVELOPMENTAL SCHEMES AND ALLOTMENT OF LAND ON CONCESSIONAL RATE :**

5 (Five) per cent reservation shall be provided under section 37 of the Act to the divyangjan with benchmark disabilities in the following sectors/areas-

**A. Allotment of agricultural land and housing** in all relevant schemes and development programmes, with appropriate priority to women with benchmark disabilities

**B. In all poverty alleviation and various developmental schemes** with priority to women with benchmark disabilities;

**C. In allotment of land on concessional rate**, where such land is to be used for the purpose of promoting housing, shelter, setting up of occupation, business, enterprise, recreation centres and production centres.

**9.1.4. 5% FLOOR SPACE:** 5 % of floor space in all shopping complexes and markets funded, run, managed or sponsored by the Govt, shall be reserved for persons with benchmark disabilities. While short listing applicants under this facility, preference shall be given to those

persons who have no existing source of earning as an individual. Higher preference will be given to those from BPL or equivalent family within this category.

**9.1.5. 5% OF STALLS:** 5% of stalls in Government sponsored 'Melas' and such other Government sponsored programmes shall be reserved for divyangjans.

**9.1.6 TRAVELLING ALLOWANCE TO THE ATTENDANT/ESCORT :**

Travelling Allowance shall be granted to the Attendant/Escort for accompanying a government servant with disabilities, where escort is necessary, during tour/travel/training etc. subject to the terms and conditions as laid down in Memo No.19030/3/2013\*E.IV dated 17/02/2015.

**9.1.8 ASSISTANCE FOR ENROLLING OR PARTICIPATING IN PROFESSIONAL COURSES INCLUDING DIPLOMA COURSES:**

Assistance to the tune of 75% reimbursement of course fee (with upper ceiling of rupees fifty thousand per year) for all recognized professional courses including diploma courses (within or outside the State) offered by State (Government) run professional colleges/Institutions including State controlled autonomous institutions like IITs/NITs/IIMs,etc. for all the students suffering from benchmark disability(only BPL or equivalent category) and who had completed their +2 from the State. Higher Education Department shall develop an online platform for enabling students taking up such courses to apply for financial assistance. Detailed guidelines on the broad principles as being followed in case of scholarship scheme for ST/SC students shall be issued in this regard within two months of adoption of this policy by Higher Education Department. Higher Education Department shall notify, from time to time, list of all such professional courses which will get covered under the criteria as laid down in this para. First such notification shall be issued within two months of adoption of this policy.

**9.1.9. HEALTH INSURANCE SCHEME FOR PERSONS WITH AUTISM, CEREBRAL PALSY, MENTAL RETARDATION AND MULTIPLE DISABILITIES :**

Health insurance (NIRAMAYA health insurance scheme) with a cover of up to Rs. 1.0 lakh shall be provided to Persons with Autism, Cerebral Palsy, Mental Retardation and Multiple Disabilities with facilities for OPD treatment including the medicines, pathology, diagnostic tests, etc, Regular Medical checkup for non-ailing disabled, Dental Preventive Dentistry, Surgery to prevent further aggravation of disability, Non- Surgical/ Hospitalization, Corrective Surgeries for existing Disability including congenital disability, Ongoing Therapies to reduce impact of disability and disability related complications, Alternative Medicine and transportation costs through State Nodal Agency of National Trust setup under the National Trust Act.

The Social Welfare & Social Education Department shall take up special awareness drive for enrolment after adaptation of the policy.

**9.1.10. LIVING AND CARE FACILITIES :**

Living and care facilities shall be provided for Divyangjan including children who are abandoned or found without shelter or unable to earn livelihood and will get priority in aided special schools, Respite Care and Group Homes.

**9.1.12. ALLOTMENT OF RATION :**

Allotment shall be made for ration under the PDS to the family of the Divyang, if he/she is the head of the family and comes under BPL or equivalent category.

**9.1.13. SCHORLARSHIP TO THE SUDENTS WITH DISABILITIES :**

The Education Department shall endeavor to cover all students with disabilities for providing scholarship as per norms prescribed.

**9.1.14. SPECIAL AWARD TO MERITORIOUS STUDENTS WITH BENCHMARK DISABILITIES.**

For encouraging education and avoiding schools dropouts among the students with benchmark disabilities, the Social Welfare & Social Education Department in consultation with Education Department shall provide Special Award to students with benchmark disabilities who have topped among the students with benchmark disabilities in Matriculation & Higher Secondary Exam conducted in any educational institute (Govt., Govt.-aided, private) recognized by Education Department, Govt, of Tripura and who are confirmed to have taken admission for pursuing their Higher Secondary or Higher Education

**9.1.15. FAMILY PENSION:**

The State shall provide family pension to the offspring of a deceased Govt, employees/pensioner, who is unable to earn owing to his/her disability.

**9.2. REHABILITATION**

**PROVISION OF GROUP HOMES & OTHER ASPECTS:**

All Divyangs should live a meaningful life irrespective of the nature of impairment, age, place and family circumstances. In this respect persons with intellectual disability are more vulnerable after the death of their parents in a nuclear family setup. The state will enable setting up group home facilities for such Divyangs by Parent Organizations.

- A. INTEREST OF DIVYANG'S SHARE OF INHERITANCE:** The Divyangs shall not be uprooted from their home without their consent and whatever steps are initiated by their parent or guardian for their long term resettlement shall be guided only by the interest of concerned Divyang and after protecting the interest of Divyang's share of inheritance.
- B. MINIMUM STANDARDS FOR DEVELOPMENT AND OPERATION OF GROUP HOMES:** The State shall prepare minimum standards for development and operation of group homes which shall be applicable for all government, government aided and private operated group homes.
- C. ORGANIZE PROGRAMS THROUGH PARENT ORGANIZATION:** The State shall organize programs through Parent Organizations for harnessing peer, professional & community support for Persons with Intellectual Disabilities to resume & continue their personal living, social & economic well-being after the death of parents.
- D. LAND ON PRIORITY AT CONCESSION RATE AS FAR AS POSSIBLE TO THE PARENT ORGANIZATION:** The State may provide land on priority at concession rate as far as possible to the Parent organization for building group home facilities in case to case basis.
- E. PREFERENCE:** While allotting accommodation in government or government assisted group homes the vulnerable persons with disability with high support need will be given preference over the other persons.
- F. HOMES FOR REHABILITATION OF PERSONS WITH DISABILITIES:** The Social Welfare & Social Education Department shall, after comprehensive analysis, review and endeavor to setup Homes for Rehabilitation of Persons with Disabilities with high support needs through Govt, or through NGOs.
- G. FINANCIAL ASSISTANCE TO NON-GOVERNMENTAL ORGANIZATIONS:** The State shall facilitate provision of financial assistance to non-governmental organizations working in the field of rehabilitation for persons with disabilities as per prescribed norms.

**9.1.2. RESERVATION IN PANCHAYAT DEVELOPMENT FUND (PDF) FOR CAPITAL INVESTMENT FOR DIVYANG:**

The Panchayat Department will issue notifications the within three months of adoption of this policy regarding provision of 4% reservation of Panchayat Development Fund for individual schemes/capital investment in connection with self-employment & rehabilitation of persons with benchmark disabilities so that bridge between poverty elevation and self-employment is decreased.

## 10. CAPACITY BUILDING, SENSITIZATION AND AWARENESS GENERATION

### 10.1. CAPACITY BUILDING AND SENSITIZATION

10.1.1. In order to meet the requirements under clause (a) of sub section (1) of Section 47 specific sensitization modules shall be prepared by **SIPARD** within 03 months from the date of adoption of the policy, which will cover the following aspects:-

- A. Broad understanding of the provisions under Rights of Persons with Disabilities Act 2016 and their historical background with principles adopted by UN for equity and equal participation of persons with disabilities in socio, economic, cultural and political spheres.
- B. Role and functions of government officials in enforcement of rights provided by statutory and policy framework for the persons with disabilities.
- C. Broad contours of this scheme/policy.

10.1.2. The aforesaid training module shall also be adopted with suitable modifications in various other programmes and in particular all such courses/programmes which cater to the learning needs of the following:-

- A. District Training Programme of IAS,IPS and IFS probationers.
- B. Judicial Officers in all courses run by State Judicial Academy
- C. State Civil (including Forest) and Police Service Officers
- D. State Engineering, Medical/Health, Agriculture and other allied Services
- E. Panchayati Raj Members

10.1.3. **Emphasis** shall be laid for induction of disability as a component for all education courses for schools, colleges and University teachers, doctors, nurses, para-medical personnel, social welfare officers, rural development officers, ASHA workers, *anganwadi* workers, engineers, architects, other professionals and community workers.

### 10.2. AWARENESS GENERATION:

10.2.1. Social Welfare & Social Education Department shall take lead in organizing District / Sub-Division / Block & Village level awareness programmes for compliance with section 39 of the Act.

10.2.2. Social Welfare & Social Education shall appoint four or more CDPOs for each District who shall be assigned respective Sub-Division for arranging awareness programme in consultation with the SDM & BDO concerned.

10.2.3. A District level committee headed by the DM & Collector shall be constituted within 2 (two) months of adoption of this policy by Social Welfare & Social Education Department to oversee the conduct of awareness programmes.

**10.2.4.** DLSA, Chief Medical Officer, District Education Officer, District Programme Officer & Child Development Project Officer shall be part of this Committee.

**10.2.5.** The awareness programme, shall interalia, address following issues:-

- A. Promoting inclusion & tolerance and recognition of special needs of divyangjan.
- B. Protection available to divyangjan from exploitation, violence & abuse under section 7 of the Act.
- C. Foster respect for divyangjan in their respective families & communities.
- D. Sensitizing employees regarding entitlement of divyangjan under Chapter IV of the Act.
- E. Sensitizing schools children & college going students on the special needs of divyangjan & the responsibility of each child / student to work towards more inclusive & harmonized learning environment.
- F. Sensitizing teachers on their role towards CwSN during their stay in schools / colleges. Special sensitization on the needs of CwSN for inclusive & accommodative learning environment.

## **11. COORDINATION FOR KNOWLEDGE AND INFORMATION MANAGEMENT :**

The lack of disability-related data of Persons with Disabilities, including qualitative and disaggregated data, is one of the major barriers to the accurate assessment of inclusion of Persons with Disabilities in the development & humanitarian contexts.

The coherence and coordination of efforts to implement a strategy for the inclusion of persons with disabilities and their human rights are essential if there are to be meaningful results towards the results reflected in the accountability framework.

### **KNOWLEDGE MANAGEMENT**

Knowledge management will be improved to include the experiences, expertise and practices of various Govt. Offices/Establishments/Educational Institutions & Nonprofit Organizations working in the field of rehabilitation of persons with disabilities and mainstreaming disability inclusion, which will be established for use by the entities themselves.

**11.1. AVAILABILITY OF DATA:** It is necessary that there is availability of data of persons with disabilities in each Govt. Offices/Establishments/Disaster Management Authorities for their respective jurisdictions. The DDRCs will be responsible for sharing the status of such data in segregated form within 1 month of adaptation of the policy, with all said entities ensuring the confidentiality of personal data.

The DDRCs will also share data as and when required by any Department for providing benefit to the persons with disabilities.

**11.2. CO-ORDINATION OF KNOWLEDGE:** All Govt. Offices/Establishments/Educational Institutions & Nonprofit Organizations working in the State of Tripura will be responsible for sharing the steps taken, notifications issued, experiences & practices with the Directorate of

Social Welfare & Social Education through a copy marked to the Social Welfare & Social Education Department.

Necessary positions for staffs/officials required to strengthen the Directorate of Social Welfare & Social Education to act as resource & knowledge centre in the State shall be filled up.

**11.3 HELP DESK:** A Help Desk with dedicated staff will be opened in all the Districts in the Office of District Inspector(s) of Social Education (DISE) and at sub-divisional/block level in the Office of Child Development Project Officer(s) (CDPOs) under the Social Welfare & Social Education Department to guide and assist the divyangjan in all matter related to their welfare.

## **12. STATE FUND FOR PERSONS WITH DISABILITIES**

As per the mandate of Section 88 (1) & (2) under Chapter XV, there shall be constituted a Fund to be called the **State Fund for persons with disabilities** by a State Government in such manner as may be prescribed by the State Government which shall be utilised and managed in such manner as may be prescribed by the State Government.

The Social Welfare & Social Education Department shall within three months of adaptation of the policy notify State Fund for persons with disabilities in consultation with Finance Department.

## **13. ACCOUNTABILITY THROUGH MONITORING, EVALUATION, REVIEW AND AUDIT:**

### **13.1. SOCIAL AUDIT FOR ENHANCING INCLUSIVENESS AND REACH OF WELFARE PROGRAMMES:**

Social Welfare & Social Education Department, Rural Development Department, School Education Department, Health & Family Welfare Department and other Departments implementing welfare oriented programmes (irrespective of target group) shall ensure that social audit as required under Section 48 of the Act is taken up on a regular basis.

Further, based on the outcome of the social audit, necessary improvements shall be carried out both in the policy framework and the delivery mechanism such that the schemes and programmes have effective reach in covering divyangjan.



**13.2. STATE LEVEL REVIEW TO MONITOR ENFORCEMENT OF TIMELINES AND IMPLEMENTATION OF THE PROVISION OF THE RIGHTS OF PERSONS WITH DISABILITIES ACT 2016:**

**13.2.1. CORE GROUP COMMITTEE FOR STATE LEVEL REVIEW :**

State Level Review of the Core Group Committee (as notified in June, 2022) for reviewing the action required/taken in accordance with the Sections of the Rights of Persons with Disabilities Act, 2016 and for each Para of this policy shall be undertaken at the level of Chief Secretary within 3 (three) months of adoption of this policy w.r.t. monitoring, evaluation, review & audit and thereafter after every 6 (six) months to monitor strict adherence to timelines. The Core Group Committee shall conduct review meetings quarterly as notified and provide returns to the Principal Secretary/ Secretary Social Welfare & Social Education.

**13.2.2. QUATERLY RETURNS**

Principal Secretary/ Secretary Social Welfare & Social Education shall obtain quarterly returns from respective Departments after review as per mechanism put in place (notified Core Group Committee). Principal Secretary/ Secretary Social Welfare & Social Education shall place it for consideration during State Level Review.

**Schedule-I**

**(Part-A)**

Sl.No.	Category/Classification	Time frame for completing accessibility audit	Time frame for preparing Plan for bridging accessibility gaps	Time frame for bridging accessibility gaps
1	Buildings at State Capital)	Six months	Seven months	Three Year
2	Buildings at District Headquarters	Six months	Seven months	Three Year
3	Buildings at Sub Divisional level	Six months	Seven months	Three Year
4	Buildings at Block level	Six months	Seven months	Three Year
5	Buildings at Village level	Six months	Seven months	Three Year

**Schedule-I**

**( Part-B-excluding buildings covered under Part-A)**

Sl.No.	Category/Classification	Time frame for completing accessibility audit	Time frame for preparing Plan for bridging accessibility gaps	Time frame for bridging accessibility gaps
1	Buildings at State Capital)	Six months	Seven months	Three Year
2	Buildings at District Headquarters	Six months	Seven months	Three Year
3	Buildings at Sub Divisional level	Six months	Seven months	Three Year
4	Buildings at Block level	Six months	Seven months	Three Year
5	Buildings at Village level	Six months	Seven months	Three Year

Note 1- The time frame as mentioned below is from the date of adoption of this policy.

Note 2- The timeframe given above is the outer limit and the agency concerned shall endeavor to achieve the target before the timelines.

**Schedule-II**  
**(Private Buildings)**

Sl. No.	Category/Classification	Time frame for completing accessibility audit	Time frame for bridging accessibility gaps	Department responsible for monitoring
1	Hospitals with bed capacity of more than 20	One Year	Three Year	Health and Family Welfare
2	Nursing Homes /Hospitals with bed capacity of not more than 20	One Year	Three Year	
3	Private Chambers with no admission facility	One Year	Three Year	
4	Pathology Labs (exclusive)	One Year	Three Year	
5	Shopping complexes with foot fall of more than 500 persons per day	One Year	Three Year	Urban Development/ Municipal Corporation/ Municipality/ Nagar Panchayat
6	Shopping complexes with foot fall of not more than 500 persons per day	One Year	Three Year	
7	Market sheds not covered under shopping complexes	One Year	Three Year	
8	All Private Schools	One Year	Three Year	Schools Education Depart
9	All Private Colleges/Universities/ Technical/Professional colleges	One Year	Three Year	Higher Education Depart or I&C/ Department as the case maybe
10	Media Houses	One Year	Three Year	ICA Department
11	Private Cultural Halls	One Year	Three Year	1CA Department

Note 1- The time frame as mentioned below is from the date of adoption of this policy.

Note 2- The timeframe given above is the outer limit and the agency concerned shall endeavor to achieve the target before the timelines.