

From:

R N Chaudhary, Registrar | Vety. Surgery & Radiology | Department of Veterinary Surgery and Radiology

To,

All Deans/Directors/HoDs (incl. outstations)

Jetinder Kumar, Assistant, Registrar | College of Dairy Science and Technology

Krishan Kumar Pilani, Consultant (Non -Teaching), Registrar | Office of Registrar

Vijay Kumar, Sr. Private Secretary, Vice-Chancellor | Vice - Chancellor's Secretariat

Document No.:- RO8173-Dated 17-10-2026

Subject: Revised Equal Opportunity Policy for Persons with Disabilities (Divyangjan).

From

The Registrar
LUVAS, Hisar

To

All Deans/Directors/Officers/HoDs (including outstations)
LUVAS, Hisar

Memo No. Admn./E-II/2026/7370-7405

Dated: 17.10.2026

Subject: Revised Equal Opportunity Policy for Persons with Disabilities (Divyangjan).

The Revised Equal Opportunity Policy for Persons with Disabilities (Divyangjan) **(Copy enclosed)** of the University is hereby circulated for information and necessary compliance.

All Deans/Directors/Officers/HoDs are requested to bring the policy to the notice of all concerned and ensure its effective implementation in their respective departments/offices.

Sd/-

Registrar

Encl: As above

CC:

1. SPS to Vice-Chancellor for kind information of Worthy Vice-Chancellor, LUVAS, Hisar.
2. Incharge, University Website, LUVAS, Hisar for uploading at University website on page <https://luvas.edu.in/regulations.html>.
3. Sh. Ram Chander, Deputy Registrar-cum-Grievance Redressal Office, PwBD (Divyangjan), O/o Director of Research, LUVAS, Hisar.
4. Incharge, all Internal Branch, O/o Registrar, LUVAS, Hisar.

REVISED EQUAL OPPORTUNITY POLICY FOR PERSONS WITH DISABILITIES

(Under Section 21 of the Rights of Persons with Disabilities Act, 2016, read with Rule 8 of the Rights of Persons with Disabilities Rules, 2017)

1. INTRODUCTION

Lala Lajpat Rai University of Veterinary and Animal Sciences (LUVAS), Hisar, Haryana, is committed to ensuring equal opportunity, non-discrimination, accessibility and an inclusive working environment for persons with disabilities.

The University hereby adopts this Revised Equal Opportunity Policy (EOP) in accordance with Section 21 of the Rights of Persons with Disabilities Act, 2016, Rule 8 of the Rights of Persons with Disabilities Rules, 2017, and applicable instructions issued by the Government of Haryana and other competent authorities.

The University shall endeavour to ensure that employees with disabilities receive equal opportunities in recruitment, employment, training, promotion, transfer, career advancement and participation in all applicable institutional activities. The University shall also take appropriate measures to provide reasonable accommodation, accessible infrastructure, assistive devices and an effective grievance redressal mechanism, in accordance with applicable laws and University regulations.

This Policy shall be implemented by the competent authorities and concerned branches of LUVAS in their respective areas of responsibility.

2. FACILITIES AND AMENITIES FOR PERSONS WITH DISABILITIES

LUVAS shall assess and improve the accessibility of its administrative offices, academic departments, laboratories, library, veterinary clinical facilities, livestock farms, examination centres, hostels, residential premises and other University facilities, as applicable.

The University shall endeavour to provide accessible entrances, ramps, pathways, toilets, parking spaces, drinking-water facilities, lifts wherever installed, suitable signage, accessible workstations and other necessary amenities in accordance with applicable accessibility standards.

The University shall also endeavour to make its website, recruitment advertisements, application forms, notices and other relevant digital information accessible to persons with disabilities.

The concerned University authorities shall periodically assess accessibility requirements, identify deficiencies and take appropriate corrective measures within the applicable administrative and financial framework.

3. IDENTIFICATION OF SUITABLE POSTS AND RESERVATION

The University shall maintain an updated record of posts identified as suitable for persons with disabilities in accordance with applicable notifications, Government of Haryana instructions, recruitment rules and directions of the competent authority.

Reservation for persons with benchmark disabilities, including maintenance of applicable rosters, treatment of unfilled vacancies and submission of prescribed returns, shall be implemented in

accordance with the Rights of Persons with Disabilities Act, 2016, and the rules and instructions applicable to LUVAS.

The competent establishment and recruitment branches shall periodically review the relevant records and initiate necessary action wherever required.

4. REASONABLE ACCOMMODATION IN RECRUITMENT AND SELECTION

LUVAS shall endeavour to provide a fair and accessible recruitment and selection process for eligible applicants with disabilities.

Depending on individual requirements and applicable rules, reasonable accommodation may include accessible application procedures, suitable examination facilities, assistive technology, scribes or interpreters wherever admissible, and other appropriate adjustments.

Disability-related information shall be handled confidentially and used only for legitimate purposes, including determining eligibility under applicable provisions and arranging reasonable accommodation. Such information shall not be used to unfairly prejudice an applicant's candidature.

5. TRAINING, PROMOTION AND CAREER ADVANCEMENT

The University shall endeavour to provide employees with disabilities equal access to induction programmes, job-related training, professional development and other training opportunities.

Promotion, performance appraisal and career advancement shall be governed by the applicable University statutes, service rules and legal provisions. Reasonable accommodation shall be considered wherever required, and disability shall not be used as a ground for unlawful discrimination.

6. TRANSFER AND POSTING

While considering transfer and posting requests involving employees with disabilities, the University shall take into account applicable service rules, Government instructions, individual accommodation requirements, accessibility and the availability of necessary facilities.

Requests relating to preferred posting locations, commuting difficulties, medical or infrastructural requirements and exemption from routine rotational transfer shall be considered in accordance with applicable rules and administrative requirements.

7. LEAVE, RESIDENTIAL ACCOMMODATION AND OTHER FACILITIES

The University shall provide leave, allowances, residential accommodation and other service-related benefits admissible under the applicable rules and Government instructions.

Where University accommodation is available, accessibility requirements and reasonable accommodation needs shall be considered subject to the applicable allotment policy, availability and administrative feasibility.

Facilities for employees caring for children or dependants with disabilities shall be considered in accordance with the relevant service rules and Government instructions.

8. ASSISTIVE DEVICES AND WORKPLACE ACCOMMODATION

LUVAS shall consider requests for assistive devices, adapted furniture, accessible workstations, specialised software, communication aids and other reasonable workplace adjustments according to the requirements of individual employees and the nature of their duties.

The concerned authority shall assess such requests and take appropriate action in accordance with applicable rules, technical feasibility and approved resources. The need for maintenance, replacement or upgrading of assistive devices shall be reviewed periodically.

9. APPOINTMENT OF LIAISON OFFICER

The University shall designate a Liaison Officer through an appropriate official order to coordinate matters relating to recruitment of persons with disabilities and the provision of facilities and amenities, as applicable under the Rules.

The name, designation and official contact details of the designated officer shall be published and updated whenever necessary.

The Liaison Officer shall coordinate with the competent University authorities regarding implementation of this Policy, accessibility improvements, reasonable accommodation, relevant records and disability awareness programmes.

10. GRIEVANCE REDRESSAL

LUVAS shall maintain an appropriate grievance redressal mechanism in accordance with the Rights of Persons with Disabilities Act, 2016, the applicable Rules and University regulations.

Complaints concerning disability-related discrimination, denial of reasonable accommodation, inaccessible facilities or other matters covered by applicable law may be submitted to the designated Grievance Redressal Officer through the prescribed procedure.

The University shall endeavour to ensure fair, timely and confidential handling of complaints and shall take appropriate corrective action in accordance with applicable provisions.

11. DISABILITY SENSITISATION AND AWARENESS

The University shall organise at least one disability sensitisation or awareness session annually and endeavour to include relevant activities in its annual training calendar.

Such activities may cover disability rights, reasonable accommodation, accessibility, disability etiquette, prevention of discrimination and the appropriate use of assistive technologies.

The University may also collaborate with relevant organisations and experts to strengthen disability inclusion and awareness among faculty members, officers and other employees.

12. ACCOMMODATIONS FOR CAREGIVERS

LUVAS shall consider applicable facilities and concessions for employees caring for children or dependants with disabilities, including admissible leave, allowances and transfer-related concessions, in accordance with the relevant rules and Government instructions.

Requests shall be examined by the competent authority under the applicable procedure.

13. PUBLICATION, REVIEW AND IMPLEMENTATION

This Policy shall be made available on the official LUVAS website and through appropriate University communication channels. The University shall endeavour to provide the Policy in accessible formats and languages, as required and practicable.

The Policy shall be reviewed periodically and amended whenever necessary to reflect changes in applicable legislation, Government instructions, accessibility standards or University regulations.

The Registrar and other designated authorities shall coordinate implementation of this Policy within their respective responsibilities. The competent authority shall approve the Policy and any subsequent amendments in accordance with the applicable University procedure.

This Policy shall come into effect from the date of approval by the competent authority of LUVAS, Hisar.


Registrar,
LUVAS, Hisar
