



NATIONAL INSTITUTE OF IMMUNOLOGY
EQUAL OPPORTUNITY POLICY FOR PERSONS WITH DISABILITIES

The National Institute of Immunology (NII) is an autonomous body under the administrative control of Department of Biotechnology, Ministry of Science & Technology. NII is committed to advanced research with a view to understand body's defense mechanisms for developing modalities of immune system manipulation that can intervene with disease processes. The institute's research thrust areas under immunology and related disciplines cluster in four main themes, namely, infection and immunity, molecular design, gene regulation and reproduction and development, where cutting edge research in modern biology is being carried out employing multiple overlapping disciplines of biochemistry, molecular biology, cell biology and structural biology.

I. Policy:

NII follows Government of India instructions issued from time to time, for empowerment of persons with disabilities (PWD). It has been the endeavour of the Institute to maintain conducive and harmonious work environment to ensure that the persons with disabilities enjoy the right to equality, life with dignity and respect for his or her integrity equally with others.

II. Equal opportunity for persons with disabilities:

In accordance with the provisions of the Right of Persons with Disabilities Act, 2016 and Rules, the Institute strives to provide opportunities and facilities to persons with disabilities to participate, perform and excel in their work on an equal basis in everyday life.

The Institute provides reservation in appointments, as per Government of India instructions issued from time to time, against posts which are identified for persons with disabilities, in keeping with the spirit of the Ministry of Social Justice and Empowerment Notification in the matter. The candidates with necessary disability certificate issued by the competent authority in accordance with the Act are considered for the identified positions.

The persons with disabilities are encouraged to attend trainings as and when required to enhance their capabilities to enable them to effectively discharge their duties in the Institute. The request of persons with disabilities in intra-transfer/posting are supportively considered to the extent possible, for optimally utilising their services. The requests for allotment of residential accommodation in the campus is also considered supportively. Other facilities as per Government of India Rules such as granting special leave, payment of Transport Allowance at double the normal rates is also extended to the persons with disabilities.

NII has user friendly environment for persons with disability. Stair Tracker is available to facilitate disabled persons with reduced mobility and/or standing tolerance. It has a 3 storey building with provision of lifts to facilitate accessibility. Disabled friendly toilet facilities are available for both genders.

NII has appointed Dr. Sangeeta Bhaskar, Staff Scientist-VI as Liaison Officer to look after the recruitment of persons with disabilities and provisions of facilities and amenities for such employees. The Liaison Officer shall be deputed for training on disability, equality and etiquettes for efficient discharge of duties.

The Institute is maintaining records of persons with disability as per the form and manner as prescribed in Chapter IV, Rule 9 of 'Rights of Persons with Disabilities, Rules 2017'.

The Institute has designated Shri Ranbir Singh, Assistant Director (OL) as Grievance Redressal Officer for the purpose of receiving and disposing complaints from persons with disabilities. The Grievance Redressal Officer has been mandated to keep the records of complaints etc. as per Rule 10 of 'Rights of Persons with Disabilities, Rules 2017'.