



MALLA REDDY VISHWAVIDYAPEETH

(DEEMED TO BE UNIVERSITY)

Recognised Under Section 3 of The UGC Act, 1956, Vide Notification No.9-4/2024-U.3(A) by
Department of Higher Education, Ministry of Education, Government of India.

MRV EQUAL OPPORTUNITY POLICY FOR PERSONS WITH DISABILITIES

Purpose

This Equal Opportunity Policy (EOP) ensures that persons with disabilities (PwDs) are provided equal opportunities in **employment and healthcare services** within the hospital, without discrimination.

Scope

This policy applies to:

- All employees (permanent, contractual, temporary, trainees, and volunteers).

Non-Discrimination Commitment

- The hospital shall not discriminate against any person on the grounds of disability in **employment, career growth, healthcare, or access to facilities.**
- Reasonable accommodation shall be provided to enable PwDs to perform their roles effectively.

Reservation in Employment

- The hospital shall comply with **Section 34 of the RPwD Act, 2016**, ensuring **minimum 4% reservation** of vacancies in identified posts for persons with benchmark disabilities.
- Recruitment advertisements will explicitly mention **encouragement for PwDs to apply.**

Accessibility Measures

- Barrier-free access to hospital buildings, OPD, IPD, diagnostic centres, ICUs, and emergency departments.



- Provision of ramps, handrails, lifts with audio signals, accessible washrooms, and reserved parking.
- Accessible communication support such as **sign language interpretation, Braille/large print documents, and audio announcements** where feasible.

Patient Care for PwDs

- Priority in registration, consultation, and admission.
- Sensitization of staff to interact respectfully and assist PwDs.
- Free or concessional treatment for PwDs as per applicable government schemes.

Employment Support

- Modification of workplace as per individual needs (ergonomic furniture, screen readers, assistive devices, etc.).
- Flexible work arrangements where possible.
- Training and career development opportunities equally extended to PwDs.

Review & Monitoring

- The policy shall be reviewed every **two years** or earlier if required by law.

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