



A STAR ALLIANCE MEMBER 

Ref. No. : HPDO1/W-4

Dated 01.03.2020

EQUAL OPPORTUNITY POLICY FOR PERSONS WITH DISABILITY & GRIEVANCE
REDRESSAL OFFICER

In accordance with the provisions of the Rights of Persons with Disabilities Act, 2016 and Rules 2017, it is Company's Policy to ensure that the work environment is free from any discrimination against persons with disabilities and a conducive environment is provided to persons with disabilities to perform their role and excel in the same.

In terms of Section 20 of The Rights of Persons with Disabilities Act, 2016 the Company undertakes:

With regard to EQUAL OPPORTUNITY

- That no opportunity is denied to persons with disabilities, merely on the ground of disability.
- That there is no discrimination against any person with disability in any matter relating to employment.
- That person with disability is not denied promotion merely on ground of disability.
- That there will be no dispensation with or reduction in rank if an employee who acquires a disability during his / her service. If any employee, after acquiring disability is not suitable for the post he / she was holding, he / she shall be shifted to some other post with the same pay scale and service benefits, as far as possible.

Posts have been identified for Persons with Disabilities in the Company. This has been intimated to The Under Secretary, Government of India, Ministry of Civil Aviation, (Co-ordination and Welfare Section), Rajiv Gandhi Bhawan, Safdarjung Airport, New Delhi – 110 003 vide letter no. HPDO1/W-8 dated 07.01.2020. Copy of the list enclosed for ready reference.

With regard to ACCESSIBILITY MEASURES & FACILITIES

- That person with disability is provided reasonable accommodation wherever available subject to meeting the other laid down requirements.
- Electrically operated automatic lifts, which can accommodate wheelchairs, have been provided wherever feasible. Braille markings are also provided.
- Ramps for wheelchairs have been provided wherever feasible.
- Parking slots are reserved whenever there is a request / it is possible to provide the same within the building layout.

Further, in terms of Section 23 of The Rights of Persons with Disabilities Act, 2016, Management undertakes to address the matters relation to the employment of persons with disabilities and to resolve the grievance(s) of employees with disabilities.

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रजिस्टर्ड कार्यालय : एअरलाइन्स हाउस, 113, गुरुद्वारा रकाबगंज रोड, नई दिल्ली-110001 EPABX : 23422000

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General Manager (Personnel) at Headquarters and Regions has been appointed as Grievance Redressal Officer who will perform their duties in terms of the provisions of the Rights of Persons with Disabilities Act 2016.

The Executive Director (Personnel) in case of Headquarters and Regional Director of all the Regions will ensure that any grievance of such employees on issues like promotion, transfer, posting, leave & preference in accommodation / allocation etc. is dealt with in a fair and equitable manner free from any discrimination.

Employees with disabilities covered by, the Rights of Persons with Disabilities Act, 2016, may contact the Grievance Redressal Officer of at Headquarters / Region as the case may be, for Redressal of their grievances, if any.

Presently, the Grievance Redressal Officer of the Headquarters / Region is as follows:

Headquarters	Regions
Shri Ashwani Sehgal, General Manager (Personnel), Air India Limited, Headquarters, "Airlines House", 113 Gurudwara Rakabganj Road, New Delhi – 110 001. Contact No. 011- 2342-1263	Shri Ajay Prakash, General Manager (Personnel), Air India Limited, Northern Region, IGI Airport, Terminal-I, Delhi – 110 037 Contact No. 011-2567-5078
	Ms Navneet Sidhu, General Manager (Personnel), Air India Limited, Eastern Region, "Airlines House", 39, Chittaranjan Ave, Bowbazar, Kolkata - 700 012 Contact No. 033-2211-6955
	Ms Monisha Kini, General Manager (Personnel), Air India Limited, Western Region, Old Airport, Kalina, Santa Cruz (East) Mumbai – 400 029 Contact No. 022-2626-5265

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	Ms. S. Sathiya, Offg General Manager (Personnel), Air India Limited, Southern Region, Meenambakkam Airport, Chennai – 600 027. Contact No. 044-2256-0809
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(AMRITA SHARAN)
DIRECTOR (PERSONNEL)

- cc: EA to CMD
- cc: Director (Finance)
- cc: Director (Commercial)
- cc: Director (Operations)
- cc: Regional Director (NR/ER/WR/SR)
- cc: All Departmental Heads at Headquarters and Regions
- cc: General Manager – Personnel (NR/ER/WR/SR)

The above Policy may be publicized amongst
all the employees posted in their Department /
Region (including Outstations)

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