



GOVERNMENT OF INDIA  
MINISTRY OF FINANCE  
(DEPARTMENT OF REVENUE)

OFFICE OF THE PRINCIPAL CHIEF COMMISSIONER OF INCOME TAX  
[ Madhya Pradesh & Chhattisgarh ]  
48, ARERA HILLS, AAYAKAR BHAWAN, HOSHANGABAD ROAD, BHOPAL -462 011  
Telephone:0755-2525314, Fax No.:0755-2572474

F.No. Pr.CCIT/MP&CG/CS/PwD/2018-19

Dated-25/01/2019

To,

The Joint Director(Systems),  
Regional Computer Centre,  
Bhopal.

Sir,

**Sub:- Uploading of Equal Opportunity Policy for Persons with Disabilities on regional website of Income tax department, MP&CG region:-Reg**

Kindly refer to the above mentioned subject.

Please find enclosed herewith a copy of 'Equal Opportunity Policy for Persons with disabilities' for Income tax department, MP&CG region. The same is to be uploaded on the regional website of Income Tax Department, MP&CG region.

In this regard, I am directed to request you to upload the same on the website and intimate the same to this office.

Encl: As Above

Yours faithfully,

(Hargovind Singh)

Joint Commissioner of Income tax (OSD)  
For the Pr. Chief Commissioner of Income tax,  
M.P. & C.G., Bhopal

Copy to:

1. The Liaison Officer for the Persons with Disabilities, MP&CG region for information.
2. The Grievance Redressal Officer for the Persons with Disabilities, MP&CG region for information.

Joint Commissioner of Income tax (OSD)  
For the Pr. Chief Commissioner of Income tax,  
M.P. & C.G., Bhopal

# EQUAL OPPORTUNITY POLICY FOR PERSONS WITH DISABILITIES

**Name of the Establishment:**  
Income Tax Department, MP&CG Region

## **Preamble and Overview:**

In the Income Tax Department, MP&CG Region, we recognise the value of a diverse workforce. We are committed to providing equal opportunities at workplace and creating an inclusive environment and work culture in which all employees are treated with respect and dignity. We will strive to ensure that our workforce is representative of all sections of the society. We believe that, by doing so, we would be better equipped to create an environment of inclusiveness for all diversities in the Department. In Income Tax Department, MP&CG Region we will proactively work towards ensuring that at least 4% of our workforce is comprised of people with benchmark disability, which is as per DoPT Guidelines in this regard. This Equal Opportunity Policy is in accordance with the provisions of The Rights of Persons with Disabilities Act, 2016. In Income Tax Department, MP&CG Region we are committed to conform not just to the letter but also to the spirit of the Act. The office of the Pr.Chief Commissioner of Income Tax, Bhopal has the overall responsibility for the effective operation of the Equal Opportunity Policy. The Liaison Officer for Persons with Disabilities has also been appointed with the responsibility for its effective implementation. Also a Grievance Redressal Officer has been appointed to look into the grievances of the Person with Disabilities.

## **Policy Statement:**

The Income Tax Department, MP&CG Region is committed to eliminating all forms of unlawful discrimination (which includes direct discrimination, indirect discrimination and denial of reasonable accommodation), bullying and harassment of people with disabilities. In Income Tax Department, MP&CG region, we continuously strive to ensure that all our facilities, technologies, information and privileges are accessible to people with disabilities. Any information shared by employee on disability/medical condition will remain confidential. Here we are committed to promoting awareness on equal opportunity and inclusion of people with disabilities among all employees by organising training and sensitisation programmes and campaigns.

**Liaison Officer for Person with Disability  
for Income Tax Department, MP&CG Region** : Shri Alpesh Parmar, JCIT, Range-1, Bhopal

**Grievance Redressal Officer for Person with Disability  
for Income Tax Department, MP&CG Region** : Shri O.P. Chaudhary, JCIT(Audit), Bhopal