

Ref: PWD/01/26

19.09.2025

WORKSHOP ON COMPLIANCE UNDER RIGHTS OF PERSONS WITH DISABILITIES ACT AT NEW DELHI

National Academy of Human Resource Development (NAHRD) was established to deliver competency-enhancing learning to officials of Central Government, State Governments, Public Sector Undertakings, Autonomous Bodies, Banks, Insurance Companies, etc. We have organized large number of workshops in the past, which have been very well attended and appreciated by officials of various organizations across the country.

A workshop on **Compliance under Rights of Persons with Disabilities Act** is being organized by NAHRD from **12.01.2026 to 13.01.2026** at New Delhi

The **Workshop on Compliance under Rights of Persons with Disabilities Act** is designed to help organizations meet their obligations under the **RPwD Act, 2016**, which mandates accessibility, equal opportunity, and inclusivity. Non-compliance can lead to penalties and reputational risks, making it essential for officers to clearly understand their responsibilities. This program will enable participants to draft and implement Equal Opportunity Policies, ensure accessibility, comply with reservation norms, and establish effective grievance redressal mechanisms.

The **RPwD Act** has made it mandatory for every organisation to ensure accessibility, inclusivity, and equal opportunities for persons with disabilities. Non-compliance not only invites penalties under the Act but also exposes organizations to legal and reputational risks. Hence, there is a pressing need to equip officers, HR managers, grievance officers and administrators with practical knowledge and tools to fulfill their obligations under the law. This training program is designed to **equip officers and employers with legal knowledge, sensitivity, and practical tools** to ensure compliance and foster an inclusive workplace. After the workshop the participants shall have updated knowledge and skills on the following aspects

- Legal Awareness & Compliance
- Policy Formulation & Implementation: Drafting and implementing Equal Opportunity Policies, Accessibility Plans & Grievance Redressal Mechanisms.
- Statutory Obligations of Establishments under RPWD Act wrt accessibility, Reasonable Accommodation, Equal Opportunity Policy and Grievance Redressal
- Enhanced HR & Employment Practices:
- Recruitment reservation norms, redeployment provisions, and creation of supernumerary posts.
- Concept of Own Merit
- Risk Mitigation: Awareness of offences, penalties, and grievance redressal mechanisms.
- Role and responsibilities of Grievance Officers
- Handling of Public Grievances
- Institutional Readiness: Compliance checklist and audit tool for self-assessment.
- Capacity Building & Sensitization: Ability to conduct internal awareness programs for staff.
- Strategic Advantage: Alignment with CSR projects, ESG commitments and global partnerships

Workshop Methodology

The programme will be delivered through interactive lectures, group discussions, case studies, demonstrations, and exercises on practical applications of technology in risk management and compliance.

Subject experts having practical knowledge and understanding of the subject will be invited as faculty for the present subject.

Multiple workshops organized by NAHRD have been attended and appreciated by officers of organizations that includes but not limited to LIC of India, Reserve Bank of India, SEBI, Coal India Ltd., Engineers India Ltd, FSSAI, Tariff Authority of Major Ports, Indian Oil Ltd, BPCL, IITs, NITs, IIITs, IIMs, IHMs, NHPC, Bank of Baroda, SBI, Punjab National Bank, NABARD, DFCCIL, HUDCO, HAL, JNPT, Syndicate Bank, IDBI Bank, Quality Council of India, Telecom Regulatory Authority of India, Delhi University, Export Inspection Council of India, Spices Board, Rail Land Development Authority, ONGC, Indian Space Research Organization, Directorate of Advertising & Visual Publicity, Border Security Force, GIC of India, EXIM Bank, Delhi Metro Rail Corporation, Mumbai Metro Rail Corporation, Election Commission of India, North Eastern Council, India Trade Promotion Organization, IREDA, Dredging Corporation of India Ltd., TIFAC, Wildlife Institute of India, Bharat Dynamics Ltd., Directorate General of Shipping, etc.

Participation Fee

(Non-Residential): Rs. 30,000/- plus GST @ 18% per participant

Please note that the present workshop is non-residential. The participation fee covers the cost of study material and lunch.

Venue: Welcome hotel by ITC, Dwarka, New Delhi – 110075

Dates and Timings: 12.01.2026 (Monday) to 13.01.2026 (Tuesday): 09:30 to 17:30 hours

Participants will be required to report by 09:00 hours on both days.

Nominations may be sent through post/ email by providing participants' name, designation, contact number & e-mail ID along with DD in favor of National Academy of Human Resource Development payable at New Delhi. Please note that participation fee is to be paid at the time of nomination. Registration form can be obtained from our website. In case of payment through electronic mode, details are as under:

Name of Beneficiary: National Academy of Human Resource Development

Bank: Kotak Mahindra Bank.

A/c No. 8912179265

IFSC Code. KKBK0004620

PAN: AAJFN7963N **GSTIN:** 07AAJFN7963N1ZF

For further information or clarification kindly contact:

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Nomination once confirmed cannot be cancelled, however substitution of participant(s) is allowed. In case nominated participant is not able to attend the workshop due to any reason and no substitution is made, fees shall still be payable. In case fees have already been paid, same shall be liable to be forfeited.

Limited seats available for the present workshop and hence the nominations will be accepted on first-come-first-serve basis. Organizations are kindly requested to seek confirmation about availability before nominating. Last date for accepting nominations is **05.01.2026**.

You are requested to kindly nominate officers and executives for the present workshop at the earliest and draw maximum benefit from the opportunity.

Thanks & Regards



For NAHRD