

Ref: PWD/10/26

12.02.2026

WORKSHOP ON ENSURING ORGANIZATIONAL COMPLIANCE UNDER THE RIGHTS OF PERSONS WITH DISABILITIES ACT AT GOA

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 **Ensuring Organizational Compliance under the Rights of Persons with Disabilities Act** is being organized by NAHRD from **04.10.2026 to 07.10.2026** at Goa

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 organization 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, and Grievance Redressal Mechanisms.
- Statutory Obligations of Establishments under RPWD Act wrt accessibility, Reasonable Accommodation, Equal Opportunity Policy and Grievance Redressal
- Enhanced HR & Employment Practices
- 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 workshop will be organized on highly participative lines. The training methods will include lectures, group discussions, exercises, presentations, case studies, etc.

Faculty

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., Indian Oil Ltd, BPCL, IITs, NITs, IIITs, IIMs, IHMs, NHPC, Bank of Baroda, SBI, JNPA, Indian Space Research Organization, Border Security Force, GIC of India, Delhi Metro Rail Corporation, Bharat Dynamics Ltd., Canara Bank, UCO Bank, AI Airport Services Limited, Rashtriya Chemicals & Fertilisers Limited, National Fertilizers Limited, MOIL Limited, RailTel Corporation Limited, GAIL (India) Limited, NTPC Limited, NLC India Limited, SIDBI, THDC India Limited, NHPC Limited, Jute Corporation of India, REC Limited, Grid Controller of India Limited, Hindustan Petroleum Corporation Limited and many more.

Participation Fee:

Single Occupancy- Rs. 69,000/- plus GST @ 18% per participant

Twin Sharing - Rs. 60,000/- plus GST @ 18% per participant

Non-Residential - Rs. 50,000/- plus GST @ 18% per participant

The participation fee for residential participants covers the cost of accommodation, meals & study material of the participants. Spouse/ family members are welcome on additional all- inclusive nominal charges in case nomination of the participant is on single occupancy. Twin Sharing is available only in case even number of participants of same gender from same organization. The participation fee for non-residential participants covers the cost of lunch & study material.

Venue: 4-star property at South Goa (details will be provided one week before the workshop)

Check In- 04.10.2026 (3:00 P.M.)

Check Out- 08.10.2026 (11:00 A.M.)

The workshop will commence at 9:30 A.M. on 05.10.2026 and will conclude at 5:30 P.M. on 07.10.2026. However, there will be an introductory session on 04.10.2026 after all participants have reported at the venue. In case of non-availability of rooms at training venue as on date of nomination, arrangements for stay shall be made in another property.

Nominations may be sent through post/ email by providing participants' name, designation, contact number & e-mail ID along with cheque/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

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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.

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