



DISABILITY DISCRIMINATION



Disability discrimination is any unfair treatment of employees or job applicants on the basis of disability — in violation of the Rights of Persons with Disabilities Act, 2016 (RPwD Act) and the Occupational Safety, Health and Working Conditions Code, 2020 (OSH Code). Employers must ensure equal opportunity, non-discrimination, reasonable accommodation, and accessibility in the workplace.

“EQUALITY IS INCLUSION.
ACCESS IS A RIGHT.
DIGNITY IS NON-NEGOTIABLE.”



01 LEGAL FRAMEWORK



- **Rights of Persons with Disabilities Act, 2016 (RPwD Act)** — establishes equal opportunity, non-discrimination in employment, and reasonable accommodation obligations.
- **Occupational Safety, Health and Working Conditions Code, 2020 (OSH Code)** — harmonises employer obligations on accessibility and safe working conditions.

02 WHAT COUNTS AS DISABILITY DISCRIMINATION



- Refusal to hire or promote a qualified candidate solely due to disability.
- Unequal pay or denial of wages compared to non-disabled employees.
- Failure to provide reasonable accommodation — e.g., denying assistive technology or flexible hours.
- Exclusion from training, benefits, or career advancement opportunities.
- Hostile work environment or harassment targeting disability.

03 HOW WE CAN HELP



- Draft email and responses for employees raising the issue.
- File complaints under the Rights of Persons with Disabilities Act.
- Challenge unfair hiring, pay, or promotion practices.
- Ensure workplace accessibility and reasonable accommodation.
- Represent employees before labour authorities and courts.
- Secure equal opportunity, dignity, and justice.



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This pamphlet is for general informational purposes only and does not constitute legal advice. Please consult with our team for guidance specific to your circumstances.

