



enabling children and their families faced with cancer

National Society for Change for Childhood Cancer in India

[www.cankidsindia.org](http://www.cankidsindia.org)

**EQUAL OPPORTUNITY POLICY**  
**(Rights of Persons with Disabilities)**

**Organization:**

CanKids...KidsCan is a National Charitable Society registered under the Societies Registration Act, 1860 dedicated to Change for Childhood Cancer in India (hereinafter referred to as "CanKids").

**Policy:**

CanKids strives to be an Equal Opportunity Employer and ensures equal employment opportunities for all. CanKids ensures that no person is discriminated because of race, colour, religion, sex gender marital status, political belief, age, disability and sexual preference. The non-discrimination and equal opportunity is applicable to all aspects of engagements, including recruitment, hiring, volunteering, training, compensation, termination, discipline and all conditions of employment and benefits/privileges in accordance with applicable statutory laws. CanKids is already providing access to employment opportunities to parents of childhood cancer survivors and those who may have lost their child to cancer. CanKids also encourages the Childhood Cancer Survivors to be childhood cancer advocates and ambassadors and offers them internships and employment opportunities to assist them reintegrate into the society. There is zero tolerance in matters pertaining to discrimination in employment and work place environment in CanKids.

**Applicability:**

This Policy is applicable to job applicants, regular full time employees, contractual employees, volunteers, interns/trainees at all units and projects of CanKids across the country.

**Equal Opportunity & Non-discrimination:**

In accordance with the provisions of The Rights of Persons with Disabilities Act, 2016 and Rules made thereunder, it is CanKids' policy to ensure that the work environment is free from any discrimination against persons with disabilities. CanKids will take all affirmative actions to ensure that a conducive environment is provided to persons with disabilities to perform their duties effectively in the organisation.

**Identification of posts:**

The jobs for which the persons with disabilities could be considered suitable would be identified by the Head of Human Resource Department in consultation with the respective Unit Heads. The identified posts would be notified internally as well as externally to employment exchanges as also to other designated authorities, web portals, job advertisements. The persons found suitable for being considered for such positions, would be informed about the recruitment and selection procedure of the organization. While, there is no reservation for such positions, CanKids would give preference to candidates with disabilities for notified positions.

*Harsh Kumar*

**CanKids....KidsCan**

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Registered under the Societies Registration Act of 1860. **Registration No. S/RS/SW/0736**

Donations are exempted from Income Tax under Sec. 80 G and of I.T. Act of 1961. Foreign Contributions welcome

**Contributions to Cankids are payable to Cankids Kidscan**