



सत्यमेव जयते

न्यायालय मुख्य आयुक्त दिव्यांगजन

COURT OF THE CHIEF COMMISSIONER FOR PERSONS WITH DISABILITIES (DIVYANGJAN)

दिव्यांगजन सशक्तिकरण विभाग/Department of Empowerment of Persons with Disabilities (Divyangjan)

सामाजिक न्याय और अधिकारिता मंत्रालय/Ministry of Social Justice & Empowerment

भारत सरकार/Government of India

5वाँ तल, एन.आई.एस.डी. भवन, जी-2, सेक्टर-10, द्वारका, नई दिल्ली-110075; दूरभाष : (011) 20892364

5th Floor, N.I.S.D. Bhawan, G-2, Sector-10, Dwarka, New Delhi-110075; Tel.: (011) 20892364

Email: ccpd@nic.in; Website: www.ccdisabilities.nic.in

Case No: 14520/1023/2023**In the matter of—**

Sh. Karun Gupta

...Complainant**Versus**

The Chairman, Union Bank of India

Email:gm.hrm@unionbankofindia.com

...Respondent**Hearing:**

A hearing in hybrid mode (online/offline) was conducted on 27.05.2025. The following parties/representatives were present during the hearing:

Sl.No.	Name of the parties /Representatives	For Complainant/ Respondent	Mode of Attendance
1.	Sh. Karun Gupta	Complainant	
2.	Sh. Ganesh Prasad	Respondent	Online

RECORD OF PROCEEDINGS

1. At the outset, the Court asked the Complainant to briefly state the facts of the case.

2. The Complainant submitted that he had faced harassment by colleagues and managers, outlining specific instances involving both colleagues and members of management. The Complainant also explained how these actions created a hostile and uncomfortable work environment for him. He also elaborated on the

inadequacy of the accommodations provided by the bank, asserting that they did not sufficiently address the challenges posed by his disability.

3. The Court asked the Complainant whether he had submitted his grievance to the Grievance Redressal Officer. The Complainant stated that he has submitted his complaint to the Grievance Redressal Officer as well as HR of the bank.

4. The Respondent submitted that an internal investigation about the harassment claims had been conducted, which did not establish the allegation made by the Complainant against his colleagues and supervisors.

5. After hearing both parties, the Court recommended that the Respondent submit the inquiry/investigation report, and the steps taken to address the allegations or any other disciplinary actions taken within 15 days

6. The next date of hearing is on **17th June 2025**. The exact time and the web link for the hearing shall be shared through email 24-48 hrs before the hearing.

7. This is issued with the approval of the Commissioner for Persons with Disabilities.

(P. P. Ambashta)
Dy. Chief Commissioner