



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

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Case No. 15788/1024/2024

In the matter of —

Suo-Motu

Versus

1. The Secretary, Department of Personnel & Training
2. The Joint Secretary, Department of Empowerment of Persons with Disabilities,
3. The Chief Executive Officer, Karmayogi Bharat (iGot)
4. The Director, Lal Bahadur Shastri National Academy of Administration, Mussoorie
5. The Dean, Shushma Swaraj Institute of Foreign Service
6. The Administrator, Sardar Vallabhbhai Patel National Police
7. The Director, Indian Institute of Public Administration
8. The Director, Indira Gandhi National Forest Academy,
9. The Director General, National Academy of Customs,
10. The Principal Director General (Trg.), National Academy of Direct Taxes
11. Dy. Inspector General (Trg.), Central Bureau of Investigation Academy
12. The Director, Institute of Economic Growth University Enclave,
13. The Director, Institute of Government Accounts and Finance
14. The Director, Indian Institute of Foreign Trade,

15. The Director General, Indian Institute of Mass Communication
16. The Director, Indian Railways Institute of Transport Management,
17. The Director, Institute of Secretariat Training and Management
18. The Director, Indian Statistical Service (Training Division)
19. The Director General, National Academy of Audit & Accounts
20. The Director General, National Institute of Communication Finance
21. The Director General, National Institute of Defence Estates Management
22. The Director & CDA (Trg.), National Academy for Defence Financial Management
23. The Principal Director, National Academy of Defence Production,
24. The Director, Arun Jaitley National Institute of Financial Management
25. The Director General, National Academy of Indian Railways
26. The Director, National Industrial Security Academy,
27. The Director General, National Telecom Institute for Policy Research,
28. The Director, Rafi Ahmed Kidwai National Postal Academy,
29. The IG-cum-Director, Sri Jagjivan Ram Railway Protection Force Academy,
30. The Director General, National Institute of Rural Development and Panchayati Raj,

Hearing: An online hearing through Video Conferencing was conducted on 11.07.2025. The following parties/representatives were present during the hearing:

Sl. No.	Name of the Parties	Mode of Attendance
1.	Ms. Manmeet Kaur Nanda, Additional Secretary, DEPwD	Offline
2.	Ms. Richa Shankar, DDG, DEPwD	Offline
3.	Mr. Ashish Thakare, Director, DEPwD	Offline
4.	Ms. Ipsita Mitra, Dy. Secretary, DEPwD	Offline
5.	Ms. Krishna Tiwari, OS to DG and Professor (Administration), IRITM	Online
6.	Mr. Kiran M, Deputy Commandant, NISA	Online

7.	Mr. Anand Agrawal, Director, NADFM, Pune	Online
8.	Mr. Shailesh Bansal, Director (TER), and Ms. Pooja Gupta, Director (TAR), National Communications Academy- Finance	Online
9.	Mr. Vivek Srivastava, Director, and Mr. Pulkit Mishra, Deputy Director, (NSSTA), MoSPI	Online
10.	Dr. T Vijaya Kumar, Associate Professor & Head (CESD) and Shri Manoj Kumar, Registrar & Director, NIRDPR	Online
11.	Mr. Deepak Kumar Bist, Joint Director, ISTM	Online

RECORD OF PROCEEDINGS

2. Background and Observations

2.1 The Court emphasised that with growing awareness and compliance with the RPwD Act, 2016, all government bodies must meet society's legitimate expectations. Failure to do so would damage the government's reputation, erode public trust, and undermine the nation's global standing, potentially leading to unnecessary litigation. The recruitment of persons with disabilities (Divyangjan) in public service is increasing, and organisations must identify suitable accommodations and leverage the abilities of this workforce for the greater good. Persons with disabilities require opportunities and dignity, not pity or patronisation. Organisations should showcase the achievements of persons with disabilities to destigmatise disability and foster belief in their abilities. It is concerning that many organisations are not assigning meaningful work to employees with disabilities, particularly the visually impaired.

2.2 The Court noted with satisfaction that, following the last hearing on 16.01.2025, some respondents had already approached the CCPD for collaboration on disability training. The Court stressed the importance of using the i-GOT platform under Mission Karmayogi for large-scale sensitisation training of Central Government officers. Training programs should include built-in assessment mechanisms to evaluate their effectiveness and impact. Sensitisation should result in more inclusive policies, greater empathy, higher organisational efficiency, and measurable societal change.

2.3 The Court directed the DEPwD to consider organising Purple Fests at all 27

participating training institutions before the end of this calendar year and to engage with nodal central government departments to create a sub-quota within the Sports Quota for para-athletes.

2.4 The Court requested updates on written submissions from respondents. Submissions were received from the DEPwD, LBSNAA, IIPA, ISTM, NSSTA, and NCA-F. While the DEPwD has written to Mission Karmayogi to launch a course through i-GOT, other respondents reported developing half-day to one-day training programs on disability matters.

3. Submissions of the Respondents

3.1 The Court invited parties to update the status of their actions and plans. Key oral submissions:

(a) **Indian Railway Institute of Transport Management (IRITM):** All courses longer than two weeks include at least 1 hour 45 minutes on disability matters. The institute collaborates with Shakuntala Devi University for officer interaction and invites achievers, such as IAS officer and Paralympian Shri Subhash Yathiraj, for sensitisation sessions. Training covers both service and passenger issues for persons with disabilities, and trainees with disabilities are encouraged to participate in all cultural activities. IRITM expressed willingness to host the Purple Fest in August, after the arrival of 80 new officers.

(b) **Institute of Secretariat Training and Management (ISTM):** Conducts training for Central Secretariat Service officers and other organisations across government branches. In 2023–24, 194 hours of training on disability topics were provided, covering reservations, relaxations, and entitlements. Audio books and study materials are being developed for both training and library use. Training plans include mandatory NGO attachments, including organisations supporting persons with disabilities. Persons with disabilities regularly participate in all major institutional celebrations. ISTM expressed interest in conducting a Purple Fest during its Foundation Training Programme for about 250 probationers.

(c) **National Communication Academy–Finance (NCA-F):** Has introduced induction and mid-career training programs covering the RPwD Act and key case laws through case studies. The campus is accessible, and

an accessibility audit is planned.

(d) **National Academy for Defence Financial Management (NADFM):** Trains IDAS probationers on defence audits and finance, with an emphasis on experiential learning. Collaborates with SCPD, Maharashtra, to conduct cultural and sensitization training, with plans for 5–6 such programs annually.

(e) **National Industrial Security Academy (NISA):** Conducts training for CISF Group A officers, with regular programs on the RPwD Act and empathy.

(f) **National Institute of Rural Development & Panchayati Raj (NIRDPR):** Maintains a barrier-free campus and has a dedicated Centre for Equity & Social Development focused on disability needs. Action plans are in place for key activities, and quarterly workshops are conducted for faculty, staff, and students using case studies.

4. Recommendations

4.1 After hearing the parties, the Court made the following recommendations:

(a) **Purple Fest:** All 27 training institutions shall submit proposals for hosting a Purple Fest to Ms. Richa Shankar, DDG, DEPwD (email: ddg-depwd@gov.in, phone: 011-24364394, 24364395), ensuring the event is held between 15 August and 31 December 2025. The Purple Fest must include impactful interactive sessions with achievers from the disability community. DEPwD shall consider funding up to Rs. 5 lakh per institute under the AGP head.

(b) **Help Desk at ISTM:** ISTM shall provide space and basic infrastructure (furniture, computer, printer, LED display) for a help desk for employees with disabilities. DEPwD will staff the help desk with trained personnel.

(c) **Training Materials:** All training establishments (Respondents 4 to 30) must upload their training designs, session plans, materials, assessments, and questionnaires to the Google Drive at https://drive.google.com/drive/folders/179nyA5hPwWQVzi_2DD4xeO7vX

CahyPwV?usp=drive_link, using a folder named after their institute.

(d) **Sports Quota:** DEPwD shall engage with nodal central government departments to create a sub-quota within the Sports Quota for para-athletes.

(e) **MOOCs:** DEPwD and iGOT–Mission Karmayogi shall collaborate to develop short MOOC courses (not exceeding 30 minutes).

(f) **Institutional Visits:** DEPwD shall coordinate with ALIMCO and its national institutions to invite the 27 training establishments to organise trainee visits.

(g) **Training for Security Personnel:** National Industrial Security Academy shall conduct regular training for staff at airports and metro stations, focusing on the specific needs of persons with various disabilities, such as VI, HI, ID, and invisible disabilities, using data and case studies informed by past court cases.

(h) **Action Taken Report:** Respondents must submit an Action Taken Report within 15 days of receiving this communication.

5. This has the approval of the Chief Commissioner for Persons with Disabilities.

(Praveen Prakash Ambashta)
Dy. Chief Commissioner