



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

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Case No: 13706/1013/2023

In the matter of—

Sh. Syed Shahul Hameed

...Complainant

Versus

The Registrar, Central University of Gujarat

Email: registrar@cug.ac.in

...Respondent

Hearing:

A hearing in hybrid mode (online/offline) was conducted on 08.07.2025. The following parties/representatives were present during the hearing:

Sl.No.	Name of the parties /Representatives	For Complainant/ Respondent	Mode of Attendance
1.	Mr. Syed Shahul Hameed	Complainant	Online
2.	Dr. Nilesh Shah	Respondent	Online

RECORD OF PROCEEDINGS

At the outset, the Complainant expressed his grievance related to the deprivation of the opportunity of a person with disability (OH category) for 05 posts of Assistant advertised for UR, SC, OBC and Persons with Disabilities by the Central University of Gujarat.

2. The Court asked the Respondent to reply to the Complainant's query. The Respondent submitted that as per the selection procedure, a candidate fulfilling the eligibility criteria was to be called for the descriptive type test of 100 marks. Only those candidates who secured 50% marks in the descriptive test were eligible for the skill test in the order of merit. The respondent also submitted that the complainant secured 23 out of the cut-off marks of 25 in the skill test. Therefore, he could not clear the test. When no eligible candidate was found, the CUG again advertised the post on 03 October 2022, and a PwBD candidate, Shri Dhaval Kumar Dave, was appointed w.e.f. 20.06.2023.

3. The Complainant questioned the decision of the university to readvertise the post without providing enough time to the candidates

4. The Court inquired of the Respondent whether any relaxation of marks was given for PWD or SC/ST candidates in the descriptive or skill test. Respondent submitted that in the initial selection, relaxation of under-graduation marks (5%) was given, whereas no relaxation was provided in the descriptive or skill test, as the post was advertised for persons with disabilities.

5. The Court asked the Respondent whether this recruitment was only for PwD candidates. The reply submitted by the Respondent was ambiguous. The advertised number of open positions (four) and the number of specified categories (five) ultimately contributed to the subsequent issues. Later, the respondent clarified that the 05 posts were advertised for UR (02), SC (01), OBC (01), and Persons with Disabilities (01) by the Central University of Gujarat. The Court asked the Respondent whether they maintain Reservation Rosters and have appointed a Grievance Redressal Officer in the CUG. The Respondent replied affirmatively on both points.

6. After hearing both parties, the Court recommended that the Respondent submit a comprehensive report of their recruitment process within 15 days from the date of receipt of this Record of proceedings. This detailed explanation should address the following:

- a. chronology of events, including the initial date of advertisement
- b. relevant documents wherein the decision to fill only three positions was taken,
- c. the subsequent date of re-advertisement of the reserved PWBD position,
- d. the eventual date of appointment in June 2023.

7. The university shall clarify the rationale behind not filling all positions initially and the specific reasons for re-advertising of the reserved position. Furthermore, they need to elaborate on the steps taken to ensure equal opportunities for all applicants, including those with disabilities, albeit with reasonable accommodation as defined in Section 2 (y) of the RPwD Act, 2016.

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

(P. P. Ambashta)
Dy. Chief Commissioner