



न्यायालय मुख्य आयुक्त

**COURT OF 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 and Empowerment

भारत सरकार/ Government of India

**Case No.** CCPD/15567/1021/24

**Dated:** 12/09/2025

**Shri Gnana Bharathi D**

**...Complainant**

**Director General,**

**Council of Scientific and Industrial Research (CSIR)**

**Ministry of Science and Technology,**

**Anusandhan Bhawan, 2 Rafi Ahmed Kidwai Marg,**

**New Delhi – 110001**

**... Respondent No. 1**

**The Director**

**CSIR-Central Institute of Mining and Fuel Research,**

**Barwa Road, Dhanbad, Jharkhand**

**... Respondent No. 2**

**The Director**

**CSIR- Central Leather Research Institute,**

**Sardar Patel Road, Adyar, Chennai**

**... Respondent No. 3**

**1. HEARING:**

A hearing was conducted on 06.02.2025 at the office of the Chief Commissioner for Persons with Disabilities, Dwarka, New Delhi. The following parties/representatives were present during the hearing:

5वीं मंजिल, एनआईएसडी भवन, प्लॉट न०. जी-2, सेक्टर-10, द्वारका, नई दिल्ली-110075; दूरभाष: 011-20892364, 20892275  
5th Floor, NISD Building, Plot No.G-2, Sector-10, Dwaraka, New Delhi-110075;Tele# 011-20892364,  
20892275

E-mail: ccpd@nic.in; Website: www.ccdisabilities.nic.in

(पया भविष्य मे पत्राचार के लिए उपरोक्त फाईल/केस संख्या अवश्य लिखे)

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S.No.	Name of the Parties/Representatives	For Complainant/ Respondent	Mode of Attendance
1.	Shri Gnana Bharathi D.	Complainant	Offline
2.	Alok Sharma – Controller of Administration, CSIR	Respondent No. 2	Online
3.	K.M. Shridhar – Senior Controller of Administration, CSIR-CLRI	Respondent No. 1	Online

## 2. Record of Proceedings:

2.1 The Complainant reiterated his arguments, which he had presented earlier in his complaint and rejoinder, regarding denial of opportunities in service, including deferment of promotion, lack of reasonable accommodation, and denial of meaningful work by the Respondents.

2.2 The Respondent CSIR-CIMFR reiterated their contentions which was submitted vide reply dated 13.09.2024 and stated that the complainant was transferred to Chennai on “sympathetic grounds” and that since he was physically located at CSIR-NML/CLRI, they could not assign him work. However, it was acknowledged that he continued to draw salary from CSIR-CIMFR and technically remained on their rolls until 2007.

2.3 Respondent CSIR-CLRI argued that the assessment and promotions are carried out by the Recruitment and Assessment Board (RAB), CSIR, and that the complainant’s performance was evaluated through established institutional mechanisms. It was further submitted that the complainant was promoted to Senior Principal Scientist and reached Level 13A, indicating the organisational support despite limitations. The Respondent also stated that although the complainant filed several patents and undertook projects, those were allegedly not aligned with the institutional mandate, and hence were not considered. The Complainant, however, contested this and argued that the denial of assignment was subjective and

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discriminatory.

2.4 This Court notes that the Respondents, particularly CSIR-CIMFR, failed to submit a timely and complete reply to the notice issued in July 2024 until the hearing in early 2025. The complainant was denied a level playing field in assessments, as the reduction of marks by the Empowered Committee was not supported by reasons, which violates the principles of natural justice and CSIR's own procedural guidelines. The casual reference to "sympathetic" treatment reflects an attitude contrary to the dignity and rights-based approach under the RPwD Act, 2016. In light of the above, the Court makes the following recommendations:

(i) The Court notes that, since CLRI was neither involved in the process nor responsible for the assessment related to the promotion, it is recommended to submit the RAB report directly to this court. This will enable the Court to ascertain how the assessment was conducted and understand the rationale behind the actions undertaken. Thus, the CLRI is hereby recommended to furnish a complete and reasoned response with supporting documents from the RAB regarding the assessment process and reasons for deferment of promotions, within two weeks from the date of receipt of this Order.

(ii) The Court further recommends that the respondents shall file their reply within two weeks and serve a copy of their respective replies to each other. The Complainant may file a counter reply along with any supporting evidence within a further period of one week.

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

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**Yours faithfully,**

**(Praveen Prakash Ambashta)**  
**Dy. Chief Commissioner**

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