



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/15954/1023/24

Dated: 20/09/2025

In the matter of:

Ms. Kumari Pallavi ...Complainant

Versus

The Secretary, Defence Research & Development Organization

...Respondent

Hearing (I):

A hearing in hybrid mode (offline/online) was conducted on **25.06.2025**. The following parties/representatives were present during the hearing:

Sl.No.	Name of the Parties/Representatives	For Complainant / Respondent	Mode of Attendance
1.	Ms. Kumari Pallavi	Complainant	Online

5वीं मंजिल, एनआईएसडी भवन, प्लॉट नं०. 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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2.	(i) Mr. Sachin Kumar Pravin (ii) Dr. Mohd Yusuf Ansari	For Respondent	Online
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RECORD OF PROCEEDINGS

At the outset, the Complainant reiterated her grievance, stating that she had joined DRDO as a Technician-A on 22.06.2010 and was promoted to Technician-B in 2015. She alleged persistent harassment, humiliation, and discriminatory treatment from her department, which intensified since 2019. Despite serious health issues, including surgeries, a severe road accident, and chronic pain, the Complainant remained committed to her duties. However, she faced repeated harassment, including non-payment of salary since November 2019, manipulation and destruction of official records, wrongful disciplinary action, and denial of exemptions granted to disabled employees during the COVID-19 period.

2. The Complainant submitted that attendance records were manipulated, and key medical and official communications were destroyed or excluded from her service file. A harassment complaint filed in December 2021 was not officially acknowledged, and retaliatory actions followed, including denial of joining, blocked biometric attendance, and withholding of increment for three years. Furthermore, despite attempts to resume duty, she was denied a proper workspace, official equipment, and assigned responsibilities. Her biometric attendance was disabled on verbal orders, forcing her to mark presence unofficially, exposing her to safety risks. Her defense submission against charges of unauthorized absence was obstructed by officials, including Shri Sudhanshu Bhushan, Scientist-F and Shri Sachin Kumar Pravin, Divisional Head, despite medical documentation

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confirming clinical depression.

3. The Respondent submitted that during the Covid period, she was continuously on unauthorized absence and action was taken against her under Rule 16 of CCS CCA. Accordingly, she has been served the show cause & chargesheet. She was also given chance to represent her case, accordingly the action has been taken and order was passed in March, 2023, however she had not appealed anything against that order. But still her unauthorized absence is continuing, whenever she wants in between she is coming office for one or two days and after that for months together she is not available. Her Division Head complained that the Complainant still avails leaves without any prior submission of leave application.

4. After hearing both parties, the Court clarified that it would not intervene in a departmental proceedings, which in itself is a quasi judicial proceeding with well laid down appeal mechanism. However, in order to understand better and rule out any possibility of any biased or prejudiced treatment of a person with disabilities during the formal departmental proceedings and all desirable reasonable accommodations were provided to the Complainant, the Respondent is recommended to submit their arguments in writing, on all the issues raised by the Complainant, along with relevant documents and a detailed account of the action taken against the Complainant, within 15 days.

5. The Complainant is also directed clarify how the alleged harassment was related to her disability, to prima facie establish the jurisdiction of this court. If the Complainant wishes to file a rejoinder based on the Respondent's submission, she may do so within 7 days of receiving the same.

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

Yours faithfully,

(Praveen Prakash Ambashta)
Dy. Chief Commissioner

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