



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/15592/1023/24

Dated: 21/10/2025

Case No. 15592/1023/2024

In the matter of:

Complainant(s):

Sh. Sunil Kumar Sinha

Respondent(s):

The Director
Indian Institute of Management

Visakhapatnam

1. **Hearing:**

A hearing in hybrid mode (online/offline) was conducted on **26.05.2025**.
The following parties/representatives were present during the hearing:

S. No.	Name and Designation of the Party/Representative	On Behalf of	Mode of Attendance
1.	Shri Sunil Kumar Sinha	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 में पत्राचार के लिए उपरोक्त फाईल/केस संख्या अवश्य लिखें)
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2.	1. Mr. Kaleem Vajahith Khan, Chief Administrative Officer (HR), IIM, Vishakhapatnam 2. Adv Ashutosh Mishra, and 3. Adv. Radhika Goel	Respondent	In person
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RECORD OF PROCEEDINGS

2. At the outset, the Complainant outlined his grievance, alleging discrimination during the early stages of his employment, unfair treatment regarding promotions, salary increments, arbitrary transfers to hazardous locations, false accusations after raising concerns and eventual termination. The Court inquired about the timing and disclosure of the Complainant's disability, to which he responded that the employer became aware of his condition during the initial medical examination. However, he never submitted an official disability certificate.

3. In response, the Respondent stated that the Complainant was a contractual employee, while those who were promoted held non-contractual positions. As for the claim of discrimination in salary increments, the Respondent categorically denied the allegation. Concerning the assignment of duties for which the Complainant was allegedly unqualified, the Respondent explained that the transfer resulted from issues related to the Complainant's

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conduct.

4. The Court then inquired whether any documentary evidence or inquiry supported this claim. The Respondent replied that two warning letters had been issued to the Complainant. He further argued that the matter primarily pertained to misconduct, alleging that the Complainant has a tendency to raise complaints frequently and was not approaching the Court with clean hands. He also pointed out certain lapses in the Complainant's conduct.

5. The Court asked the Complainant whether any other contractual employees had been promoted. The Complainant firmly affirmed this, providing examples of individuals who were promoted to higher positions. Regarding salary increments, the Complainant stated that some employees had received an increase of up to 20%, citing information obtained through RTI applications.

6. When asked for specific responses to the Complainant's allegations, the Respondent submitted that the HR Recommendation Committee was responsible for identifying contractual employees eligible for promotion to a higher pay scale. Subsequently, the Selection Committee reviewed these recommendations, which interacted with the candidates to determine their suitability for enhanced remuneration.

7. The Court inquired whether any PwD had been selected in the promotion process. The Respondent replied negatively. When asked whether there was any reservation in place for PwDs and, if so, whether the Complainant might

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have been selected under such a provision, the Respondent stated that no such reservation existed and further claimed they were unaware of the Complainant's disability.

8. The Court then asked the Complainant to provide concrete evidence supporting his allegations. It was also noted that, since the Complainant had not formally disclosed his disability to the employer, he could not assert the rights arising from it at this stage. Simultaneously, in light of multiple claims made by the Respondent, the Court directed the Respondent to submit relevant documentary evidence supporting their assertions.

9. 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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