Case No. CCPD/15080/1011/24 **Dated:** 16/10/2025

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In the matter of-

Karanti Goyal **...Complainant**

Versus

1. The Secretary,
   Department of Personnel & Training,
   Ministry of Personnel,
   Public Grievances and Pensions,
   Government of India **...Respondent no. 1**

2. The Registrar,

   IIT Bombay **...Respondent no. 2**

1. Hearing:

A hearing was held on 04.09.2025. None was present from Respondent No. 2, IIT Bombay, so the matter was renotified to 11.09.2025. On the matter being taken up on **11.09.2025**, the following parties/ their representatives were present:

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S. No.	Name of party	Mode of Attendance	Appearing for
1.	Mr. Karanti Goyal	Online	Complainant
2.	Mr. Sandeep Mukherjee	Online	Representative of Respondent No. 1
3.	Ms. Saswati, Deputy Registrar, Administration, IIT Bombay	Online	Respondent No. 2
4.	Ms. Ashwini, Assistant Registrar, Admin, IIT Bombay	Online	Representative of Respondent No. 2

2. Record of Proceedings:

1.1 At the outset, the Complainant stated that Respondent No. 2 had issued an advertisement dated 02.01.2024 in which no posts of Deputy Registrar (Level 12) ["DR"] were reserved for PwBDs. He stated that in the advertisement under dispute, 2 vacancies were advertised for the post of DR.

1.2 Representative of the DOP&T stated that as per the Office Memorandum issued by them on 15.01.2018, bearing OM No.36035/02/2017-Estt (Res). Clearly, the vacancies at point nos. 1, 26, 51 and 76 are to be earmarked for candidates with benchmark disabilities. He further stated that Respondent No. 2 would need to answer as to whether they are abiding by the aforesaid mandate and what point numbers the seats are being reserved at, as well as the cycle number.

1.3 Representatives for IIT Bombay stated that, on the date of the advertisement, the advertised post was at s. no. 39 in their roster. They argued that they maintain a reservation for Groups A-C in all non-teaching posts [the representatives were unaware of the position qua teaching posts].

1.4 On a pointed query as to how many vacancies for the post of DR were earmarked for PwBDs since 30.06.2016, representatives for Respondent No. 2 stated that for the post of Assistant

Registrar [AR], 2 out of 5 posts had been reserved, for OH and VH category candidates, respectively. The Court clarified that the query specifically concerned the post of DR and not AR.

1.5 The Court enquired as to why two posts were advertised rather than two, given that the post in question was at S. No. 39. In response, it was stated that this was because this was qua the second cycle in Group A.

1.6 The Complainant stated that, given that the post being advertised was at S. No. 39 in the second cycle, up to that point, 6 posts should have been reserved for PwBD candidates. A representative for IIT Bombay stated that 3 posts were reserved in the first cycle and 2 in the second one. Out of these 5, 3 posts had been filled, and there was a shortfall of 2 posts.

1.7 The Court clarified that, while the complaint and the queries related to the post of DR, Respondent No. 2's answers were qua the post of AR, creating further confusion.

1.8 On a query as to whether the post of DR had been identified as suitable for PwBDs, a representative of Respondent No. 2, without answering the query squarely, stated that the same is a transferable post. The post holder can be posted in different departments, such as academic, material management, etc. The Complainant stated that, since the feeder category post of AR was identified as being suitable for PwBDs, the promotional post of DR should have also been identified.

1.9 The Court expressed the clear view that not providing a reservation for PwBDs at the level of DR seemed to be designed to prevent the upward career progression of PwBDs and would be hit by S. 20(3), RPwD Act. Representatives of Respondent No. 2 stated that if only one post of DR was being advertised, and it fell in the roster point for PwBD and SC, it would create an interlocking reservation and create complications. The Court clarified that the norms governing interlocking reservations were crystal clear, and this was a red herring.

1.10 Representative of Respondent No. 1 stated that the evaluation of functional requirements was at the discretion of the Head of Department. However, consistently excluding the post of DR from the purview of reservation for PwBDs was not tenable.

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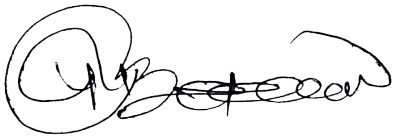
1.11 The Court believed that Respondent No. 2 must clear the air on following the rosters in the required manner. They must furnish data on how they are maintaining the rosters since the coming into force of the RPwD Act on 19.04.2017. As a premier institution in the country, they must lead by example. They must also clarify the position concerning the grant of reservation to PwBDs for the post of DR and the reasons for excluding the same, if any.

1.12 The Court directed that the information above must be furnished within 1 month from receipt of this RoP. Accordingly, the final order shall be passed.

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

Yours faithfully,



(Praveen Prakash Ambashta)
Dy. Chief Commissioner