



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  
 5वाँ तल, एन.आई.एस.डी. भवन, जी-2, सेक्टर-10, द्वारका, नई दिल्ली-110075; दूरभाष : (011)20892364  
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**Case No.14253/1023/2023**

**In the matter of:**

Mr. D.G. Sawant

**...Complainant**

**Versus**

The CMD, M/s Pawan Hans Ltd.

**...Respondent**

### **RECORD OF PROCEEDINGS**

#### **1. Hearing:**

1.1 A hearing in hybrid mode (offline/online) was conducted on **16.07.2025**. The following parties/representatives were present during the hearing:

<b>Sl.No.</b>	<b>Name of the Parties/Representatives</b>	<b>For Complainant / Respondent</b>	<b>Mode of Attendance</b>
1.	Mr.D.G.Sawant	Complainant	Online
2.	Mr. N.K. Arora, Manager (HR)	For Respondent	Online

#### **2. Record of Proceedings:**

2.1 The Complainant briefed about his grievance, stating that he has

been employed as a Junior Assistant at Pawan Hans Limited's Mumbai office since 2012 under the Special Recruitment Drive for Persons with Disabilities. He alleged ongoing harassment and discriminatory treatment by the company's Human Resources Manager, Mr Hari Shankar Kashyap. The Complainant claimed that Mr Kashyap repeatedly demanded a fitness certificate and insisted that he report to the office in person, despite the Complainant fulfilling all work responsibilities effectively from home. He also alleged denial of timely salary payments and ridicule over his disability. The Complainant asserted that the Respondent had compelled him to withdraw his case with an assurance of reinstatement.

2.2 The representative for the Respondent submitted that Mr Hari Shankar Kashyap has already retired from the Respondent organisation. He further submitted that the person familiar with the case was in a meeting at the Ministry of Civil Aviation seeking another date for the hearing.

2.3 In view of the Respondent's submission, the Court decided to defer the hearing to another date. The Respondent is advised to ensure their representation through an officer competent and conversant with the facts of the case to be scheduled **on 19.11.2025**. No further adjournment will be granted. The Respondent may submit an action taken report before the date of the hearing after settling all dues of the Complainant. The exact timing and web link for the hearing will be shared via email 24 to 48 hours before the scheduled hearing date.

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

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