



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/15955/1011/24

Dated: 09/12/2025

Case No: 15955/1011/2024

In the matter of—

Ms. Karthika Das J

Email: karthikaaneesh055@gmail.com

...Complainant

Versus

The Director,

Jawaharlal Institute of Post Graduate Medical Education & Research, Puducherry

Email:director@jipmer.edu.in;

director@jipmer.ac.in

...Respondent

RECORD OF PROCEEDINGS

1. Hearing

1.1 A hearing in hybrid mode (online/offline) was conducted on **28.05.2025**. The following parties/representatives were present:

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 में पत्राचार के लिए उपरोक्त फाईल/केस संख्या अवश्य लिखें)

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Sl. No.	Name of Attendees	On Behalf of	Mode
1	Ms. Karthika Das J	Complainant	Online
2	Ms. Laxmi Devi, Law Officer, JIPMER	Respondent	Online
3	Mr. Hawa Singh, Sr. Administrative Officer, JIPMER	Respondent	Online
4	Dr. Jagdish, Liaison Officer, JIPMER	Respondent	Online

2. Proceedings

2.1 The Complainant informed the Court that she had appeared for the **JIPMER Pharmacist Examination** conducted at Thiruvananthapuram on **14.09.2024** under the Persons with Disabilities (PwD) category. After being shortlisted, she reported to the JIPMER Academic Centre on **12.12.2024**, but no **biometric verification** or **skill test** was conducted. Upon seeking clarification, she was informed that the vacancy was reserved exclusively for candidates with **Autism Spectrum Disorder (ASD)** and **Multiple Disabilities**, and that she, being a candidate with **locomotor disability**, was ineligible. She stated that she was abruptly asked to leave the premises.

2.2 The Complainant further alleged **harassment, discriminatory behaviour, and ill-treatment** by officials of the Respondent institution.

2.3 The Court inquired whether the advertisement had specified the category of disability for which the post was reserved. The Complainant responded that it indicated a reservation for **multiple disabilities**. The Court explained the distinction between:

(a) **reservation** of the post (the category for which the vacancy is earmarked); and

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(b) **suitability** of the post (functional ability required to perform the duties).

2.4 Upon being asked, the Respondent confirmed that the detailed advertisement clearly reserved the post for **multiple disabilities**, whereas the Complainant has a **locomotor disability**, not multiple disabilities.

2.5 The Court informed the Complainant that, under the applicable rules, the post is **not suitable** for her category of disability. The Court also clarified that **interchange of disability categories** is permissible only in the **second recruitment cycle**, if no eligible candidates are found. In the **first recruitment year**, the Respondent is required to leave the post vacant and **carry it forward**.

2.6 Regarding allegations of harassment and discriminatory treatment, the Court took **serious note** of the concerns raised. The Respondent submitted that **no written complaint** regarding the incident had been received thus far.

2.7 The Court advised the Complainant to submit a **written complaint** to the **Grievance Redressal Officer (GRO)** of JIPMER for formal inquiry.

2.8 The Court directed the Respondent to **conduct an inquiry** into the allegations of harassment and submit an **Action Taken Report (ATR)** within **15 days**, with a copy endorsed to the Complainant. The Complainant may file a **rejoinder**, if she so desires, within **7 days** thereafter. A **final order** will be passed on receipt of the ATR.

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3. This Record of Proceedings is issued with the approval of the **Commissioner for Persons with Disabilities**.

Yours faithfully,

(Praveen Prakash Ambashta)
Dy. Chief Commissioner

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