



सत्यमेव जयते

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: 13841/1021/2023

In the matter of—

Dr. Sumit Mehta

...Complainant**Versus**

The Director, University Grants Commission
 Email: contact.ugc@nic.in

...Respondent**RECORD OF PROCEEDINGS****1. Hearing:**

1.1 A hearing in hybrid mode (online/offline) was conducted on 03.06.2025. The following parties/representatives were present during the hearing:

Sl.No.	Name of the Attendees	On Behalf of	Mode of Attendance
1.	Dr. Sumit Mehta	Complainant	Online
2.	Sh. Nand Kishor, US, UGC	Respondent	Online
3.	Ms. Supriya Dahiya, UGC	Respondent	Online

2. Proceedings During the Hearing:

2.1 The Complainant submitted that he is being denied his lawful promotion from Assistant Professor to Assistant Professor (Senior Scale/Academic Level-11) by the Government Arts College, Sikar, on the pretext of UGC guidelines for Career Advancement Scheme (CAS), which are inherently discriminatory. The Scheme is neither inclusive in allocation of work/project/duties and assessment aligning with the reasonable accommodation required for a visually impaired faculty member, nor does it compensate by the award of any grace marks to such persons.

2.2 The Respondent from UGC outlines the UGC promotion criteria and its application to a complainant. The requirements for promotion to Assistant Professor (Senior Scale/Academic Level-11) come under the Career Advancement Scheme (CAS), wherein no special exemptions are provided for visually impaired Assistant Professors.

2.3 After hearing both parties, the Court directed that notice be given to the Government Arts College, Sikar, where the Complainant is presently working. The Court also sought a response from the UGC as to how they propose to ameliorate the situation where the parameters under the Career Advancement Scheme (CAS) failed to take care of a candidate duly appointed to the feeder grade and how such a parameter can be relied upon to deny career advancement of faculty members for any disability which makes it impractical to fulfil the parameter.

2.4 The Court directed forwarding the entire case record to the Government Arts College, Sikar and seeking their response within 30 days, with a copy to the Complainant, who will then, within a further period of 07 days, submit his rejoinder, if any.

2.5 The UGC shall also get 30 days' time to respond with a copy to the Complainant.

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

(P. P. Ambashta)
Dy. Chief Commissioner