



सत्यमेव जयते

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/16161/1022/25

Dated: 16/03/2026

CCPD/16161/1022/25

Complainant:

Sh. Vishant Chaudhary

Respondent:

The Managing Director
Indian Bank

1. Gist of Complaint:

1.1 Sh. Vishant Chaudhary, Senior Manager at Indian Bank and primary caregiver to his 6-year-old son, Master Divyansh Baliyan who has Autism Spectrum Disorder (ASD), filed a complaint on 17-07-2025 requesting urgent relief against his transfer order dated 15 May 2025, which reassigns him from Meerut Kabari Bazar Branch under ZO Meerut to ZO Kanchipuram.

1.2 The Complainant submitted that the transfer was issued in violation of DoPT guidelines and the Rights of Persons with Disabilities Act 2016, disrupts his son's ongoing treatment at Lady Hardinge Medical College, Delhi and established therapy centre in Meerut. He seeks cancellation or suitable modification of the transfer order with a request for retention at ZO Meerut or alternate posting in Delhi to ensure uninterrupted care for his son. Furthermore, he requests that his absence since 5 June 2025 be treated as Special Leave and

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that his withheld salary be released, as his compassionate transfer request remains unresolved. His appeal emphasizes the need for reasonable accommodation and continuity of care in line with statutory disability rights protections.

2. **Notice Issued:**

2.1 The matter was taken up with the Managing Director, Indian Bank on 25-07-2025 citing statutory provisions and government instructions including but not limited to sections 20 (5) & 21 of the Act read with Rule 8 (3) (c) of the RPwD Rules, 2017 and DoPT OM No. 36035/44/2023-Estt. (Res-II) dated 02.02.2024.

3. **Submissions made by the Respondents:**

3.1 The Deputy General Manager (HRM), in a submission dated 02-08-2025 stated that the Complainant joined the service on 02.06.2014 as a Clerk at the Shastri Nagar Branch under Zonal Office Meerut and has remained within the same zonal jurisdiction for more than 8 years. Following multiple promotions from Clerk to Senior Manager; he continued to be posted within Uttar Pradesh for 11 years on his own transfer request.

3.2 His recent transfer to ZO Kanchipuram, Tamil Nadu was made in line with organizational needs and career development norms. The Bank notes that Kanchipuram has adequate medical and rehabilitation facilities for ASD,

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ensuring reasonable accommodation for his son's treatment. The Bank has recorded the matter for appropriate consideration in the future and respectfully requests that no further action be pursued at this time.

4. Submissions made in the Rejoinder:

4.1 The Complainant raised key concerns regarding his transfer from Meerut to Kovur branch under ZO Kanchipuram via order dated 15 May 2025. He filed his rejoinder on 06-08-2025; he contests the Bank's claim that he was transferred to Kanchipuram city, clarifying that Kovur is a semi-urban/rural area lacking autism-specific medical and therapy facilities. He further highlights that his son is undergoing treatment at Lady Hardinge Medical College, Delhi, and relocation would disrupt the child's progress due to language and cultural differences.

4.2 He cites Indian Bank's own transfer policy (Clause 11.4(iv)) and DoPT guidelines, which exempt caregivers of disabled dependents from routine transfers. He further argues that counting his clerical tenure to justify this transfer is improper since officer transfer norms apply post-promotion. Despite prior representations and documented support from ZO and FGMO Meerut recommending cancellation of the transfer, the Bank enforced the order and withheld his salary after centrally relieving him on 6 June 2025, while disciplinary proceedings were initiated against him.

4.3 He alleges this action violates Sections 20 and 27 of the RPwD Act, 2016

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and requests intervention to cancel the transfer, halt disciplinary action, and facilitate his posting in Delhi or another Hindi-speaking region with appropriate medical support.

5. Submission Regarding Withdrawal of Complaint:

5.1 The Complainant, through email dated 12.09.2025, informed that he had received positive assurances from the bank management regarding the resolution of his grievance. Accordingly, he requested that the case be closed and his complaint be treated as withdrawn.

6. Observation and Recommendations:

6.1 Upon consideration of the facts, particularly the Complainant's email dated 12-09-2025, the Court finds no reasons to continue with the proceedings.

6.2 Consequently, the case is disposed of with the approval of the Chief Commissioner for Persons with Disabilities.

Yours faithfully,

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(Praveen Prakash Ambashta)

Dy. Chief Commissioner

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