



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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Email: ccpd@nic.in; Website: www.ccdisabilities.nic.in

Case No: CCPD/14140/1022/2023

In the matter of:

Ms. Deepika Kansal

...Complainant

Versus

1. The Chief Managing Director, NTPC Limited, New Delhi
(ntpccc@ntpc.co.in)

...Respondent 1

2. The Director (HR), NTPC Limited, New Delhi
(dkpatel01@ntpc.co.in)

...Respondent 2

1. Gist of Complaint

1.1 Ms. Deepika Kansal submitted a complaint dated 15.05.2023 regarding the proposed transfer of her husband, Shri Deepak Kansal, DGM (Operation), NTPC Dadri Thermal Project, to NTPC Mouda. The Complainant submitted that their only child, Anant Kansal, aged about 15 years, is diagnosed with Autism Spectrum Disorder with 60% disability and requires continuous therapeutic and educational support available at Noida.

1.2 The Complainant contended that the transfer would disrupt the established support system required for the rehabilitation and care of the child and requested that the transfer order be kept on hold and appropriate directions be issued to the Respondent in view of Government instructions regarding posting of employees who are caregivers of children with disabilities.

2. Issue of Notice

2.1 The matter was taken up with the Respondents vide notice dated 07.06.2023 stating the provisions of Sections **3, 20, 21, 23, 75 and 77** of the Rights of Persons with Disabilities Act, 2016 and relevant Government instructions regarding posting/ transfer of employees who are caregivers of children with disabilities.

3. Respondent's Reply to the Notice

3.1 The Dy. General Manager (HR), NTPC Limited, vide letter dated 03.08.2023 submitted that the aforesaid complaint was examined and that Shri Deepak Kansal, DGM (Operation), has been **retained at NTPC Dadri** vide order dated 20.06.2023. In view of the favourable consideration of the request, the Respondent requested that the case may be considered for closure.

4. Rejoinder of the Complainant

4.1 The Complainant, vide email dated 02.08.2023, submitted that NTPC has regularized the posting of her husband at NTPC Dadri where he was temporarily posted. The Complainant expressed gratitude for the support extended and requested that she **does not wish to pursue the case further**.

5. Observation and Recommendations

5.1 Upon reviewing the facts of the case and the available records, particularly the action taken by the Respondent in retaining the employee at NTPC Dadri and the Complainant's request for closure of the proceedings, the Court is of the view that the grievance raised by the Complainant stands redressed and no further intervention is deemed necessary.

6. Accordingly, the case is disposed of in these terms with the approval of the Chief Commissioner for Persons with Disabilities.

(Praveen Prakash Ambashta)
Dy. Chief Commissioner for Persons with Disabilities