



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/15562/1022/24

**Dated:** 31/03/2026

**Case No:** 15562/1022/24

**In the matter of**

Mr. BRIJENDRA SINGH

... **Complainant**

Vs.

Chairman & Managing Director, Life Insurance Corporation of India

... **Respondent**

## 1. Gist of the Complaint

1.1 Shri Brijendra Singh, an Assistant Administrative Officer (Programmer) at LIC of India in Lucknow and an International Para Table-Tennis player with Benchmark locomotor disability, submitted a grievance dated 18.06.2024 contesting his promotional posting to Biswan. He contends that the division's "age-based" posting criteria resulted in his relocation to a station with no direct rail connectivity, while other promoted employees were posted within 20 to 40 km of the city. He contests that this transfer severely hinders his ability to access specialized sports coaching in Lucknow, disrupts his children's education, and prevents him from caring for his wife, who is diagnosed with severe neurological and gallbladder issues. Citing his history of representing India and his recent national-level success, he seeks a local posting in Lucknow in the Administrative Officer (AO) cadre to balance his professional duties, elite sports practice, and family medical responsibilities.

## 2. Issue of Notice

2.1 Following the Grievance, a notice was served to the Respondent on 16.07.2024 u/s 3, 21, 23, 75, and section 20 (3), Rule 8(3), and DOP&T OM No. 36035/44, 2023 Estt. (Res.-II) dated 02.02.2024.

## 3. Respondent's Reply to the Notice

3.1 The Managing Director, Life Insurance Corporation of India (Respondent), replied to the notice on 30.07.2024 stating that the Complainant's grievance was addressed through administrative reconsideration following his request on 19.06.2024. While Shri Brijendra Singh was initially posted to the remote Biswan Branch upon his promotion to the Administrative Officer (AO) cadre, the Lucknow Division subsequently issued a revised order allotting him to the Unnao Branch. The Respondent maintained that this modification was made in accordance with the Complainant's own request and noted that he successfully joined the

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(पया भविष्य मे पत्राचार के लिए उपरोक्त फाईल/केस संख्या अवश्य लिखें)

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Unnao Branch on 20.06.2024.

**4. Rejoinder**

4.1 In his rejoinder dated 05.09.2024, the Complainant clarified that he joined the Unnao Branch (68 km from Lucknow) solely to avoid the cancellation of his promotion, describing it as an "adjustable" rather than a desirable arrangement. He contended that the commute is physically inaccessible due to his locomotor disability and ongoing road construction. He further alleged that LIC prioritized "age criteria" over disability and sports status, resulting in non-disabled employees receiving closer postings. Highlighting his status as an International Para Table-Tennis player and increased family responsibilities following personal tragedies, he reiterated his demand for a local Lucknow posting to maintain his national sports practice and manage domestic duties.

**5. Hearing**

5.1 A hearing was conducted on 24.03.2026 in hybrid mode wherein the following parties/representatives were present:

S. No.	Name and Designation of the Attendees	On Behalf Of:
1.	Mr. Brijendra Singh	Complainant
2.	Mrs. Vandana Busch, Secretary	Respondent
3.	Mr. Sanjay Singh, Senior Regional Officer	Respondent
4.	Mr. Santosh Nigam, Manager	Respondent

**6. Record of Proceedings**

6.1 The Respondent (LIC) submitted that while nine AAOs were promoted out of Lucknow, the Complainant, who was the youngest, was posted only 80 km away, as a disability concession.

6.2 This Court noted that LIC's Equal Opportunity Policy (EOP) is available on its website, but is not registered with the CCPD as mandated under Section 21 of the Act. This court also observed that the EOP of the Respondent is not in the manner as prescribed by the Central Government in Rule 8 of the RPwD

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Rules, 2017, as it unfairly places the entire burden of seeking transfers on the employee rather than the organization.

6.3 The Court questioned the propriety and reliance of the Respondent on their policy of sending younger employees to distant locations on the basis of "age criteria". It further clarified that the roles and functions of Liaison Officer (LO) are different from that of a Grievance Redressal Officer (GRO) and the Respondent can not be said to have discharged its statutory liability by appointing the LO.

**7. Observation and Recommendations**

7.1 The Court observes that the Complainant is a Para-Table Tennis player representing the nation. Empowering PwD employees necessitates "Reasonable Accommodation" to ensure they can achieve their goals. The Respondent's failure to consider the Complainant's specific needs for rigorous practice, which is best supported in Lucknow, constitutes a violation of the spirit of the RPwD Act, 2016.

7.2 The Court finds that maintaining a practice of inequality by ignoring the unique difficulties faced by a PwD sportsperson hinders their ability to bring pride to the nation. Merely establishing an EOP is insufficient if the organization does not understand or implement the provisions required to treat PwD employees with equity and dignity.

7.3 In view of the above, the Court advises the Respondent to reconsider his grievance and provide the Complainant posting near his native place/a place of his preference. An Action Taken Report (ATR) shall be submitted within 90 days in accordance with Section 76 of the RPwD Act, 2016, failing which this Court may be constrained to initiate action under sections 77, 89 and 93 of the Act.

8. Accordingly, the case is disposed of.

**Yours faithfully,**

**(S. Govindaraj)  
Commissioner**

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