



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/15643/1022/24

Dated: 31/03/2026

Case No: CCPD/15643/1022/24

In the Matter of:

Mr. RAJWANT SINGH MULTANI ... **Complainant**

Vs.

The Chairman, State Bank of India ... **Respondent**

1. Gist of Complaint

1.1 Shri Rajwant Singh Multani, an Assistant Manager with a 60% locomotor disability residing in Patiala, Punjab, submitted a grievance dated 07.08.2024 contesting his routine transfer from a back-office role in Patiala to AO Mohali. He alleges administrative harassment and discrimination, contending that the bank issued these orders in violation of both State Bank of India internal policies and Government of India guidelines regarding the transfer and posting of employees with disabilities and their caregivers. He argues that the transfer is vindictive, stemming from his pending litigation in the High Court which was related to his promotion. Complainant maintains that suitable vacancies exist in his current office (ATC Patiala) and other local back-offices like LCPC and the Global NRI Centre. Furthermore, as the primary caregiver for his wife with Benchmark Disability, he asserts that the displacement causes extreme personal and physical hardship. Consequently, he seeks the cancellation of his transfer orders and a posting at a back-office within Patiala in accordance with established exemption rules.

2. Issue of Notice

2.1 The matter was taken up with the Respondent vide notice dated 31.08.2024 stating the provision u/s 3, 21, 23, 75, and section 20 (3), Rule 8(3), and DOP&T OM No. 36021112020 Estt. (Res.-II) dated 17.05.2022.

3. Respondent's Reply to the Notice

3.1 The Respondent, State Bank of India, in its reply dated August 31, 2024, submitted that the transfer of the Complainant was a routine rotational exercise conducted under administrative requirements rather than arbitrary selection. The Bank maintained that the Complainant remains governed by its "Equal Opportunity Policy" and "Model Transfer Policy" for differently-abled staff, and further asserted that the

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transfer adheres strictly to internal guidelines, with dedicated Liaison Officers available for the redressal of any related grievances.

4. Rejoinder of the Complainant

4.1 In his formal rejoinder dated 12.09.2024, the Complainant clarifies that the bank has deliberately obscured the fact that his transfer from the ATC back-office to the Mall Road Branch involves moving from a non-sensitive position to a sensitive one requiring public dealing and frequent physical movement. He contends that while both offices are in the same building, the operational requirements of a front-office role are incompatible with his 60% locomotor disability and deteriorating health, as he lacks the mobility necessary for such duties. He further argues that the bank has completely ignored his status as a primary caregiver for his 50% disabled wife and has failed to consider his repeated requests for placement in alternative back-offices like LCPC or GNC Patiala, which currently face staff shortages. Highlighting that he was only originally placed in a back-office through previous intervention by this Court, the Complainant maintains that this routine transfer is a vindictive action due to his pending High Court case and reiterates his demand for a local back-office posting to ensure reasonable accommodation.

5. Hearing

5.1 A hearing was conducted on 18.03.2026 in hybrid mode, wherein the following parties/representatives were present:

S. No.	Name and Designation of the Attendees	On Behalf Of:
1.	Mr. Rajwant Singh Multani, Assistant Manager	Complainant
2.	Mr. Kajal Bhaumik, CDO	Respondent

6. Record of Proceedings

6.1 The Complainant contested his rotational transfer from a first-floor back-office role to a ground-floor front-office position within the same building, citing physical health concerns. The Respondent (SBI) clarified that the move follows a five-year tenure and accommodates the disability by assigning "light work" (printing/inquiries), noting that the Complainant's requested alternative sites are actually 5-7 km further away. The Court ruled that a transfer within the same premises does not violate PwD exemption guidelines as it maintains the existing support system. Finding no grounds to intervene in a localised desk shift, the Court closed the matter, recommending that the Bank consider his preferred location in future transfer cycles.

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6.2 The Court emphasises that such cases differ from case to case and that the Respondent should take the mandates of 20 (5) of the RPwD Act, 2016, the Rule (8) (c) of the RPwD Rules, 2017, and the DoPT O.M No. 36035/44/2023 Estt. (Res) dated 02.02.2024 into account. The Respondent needs to decide/review the matters in the light of the legal frameworks on the issue as mentioned above, as part of the reasonable accommodation of the RPwD Act, 2016.

7. Observation and Recommendations

7.1 Upon reviewing the facts, the Court observes that the Complainant's transfer in this case does not violate PwD transfer exemption policies, as it entails no geographical displacement or loss of family support. Given that the Respondent has already accommodated the Complainant's condition by assigning manageable tasks like printing and inquiries, the current duty assignment is deemed a valid exercise of administrative prerogative.

7.2 The Court finds that the Respondent's actions are in line with internal policies and that no further intervention is necessary regarding the current posting. However, the Respondent is recommended to remain sensitive to the Complainant's Benchmark locomotor disability and caregiver status by prioritising a location of his choice near his residence in future rotational exercises.

8. Accordingly, the case is disposed of.

Yours faithfully,

**(S. Govindaraj)
Commissioner**

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