



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

Diary No. DNO/26/CCPD/5867

Dated: 28/03/2026

Case No: DNO/26/CCPD/5867

In the matter of:

Shri Velugu Pavan Kalyan
...Complainant

Versus

The Manager (HR), Reliance Projects and Properties Management Services limited
...Respondent

1. HEARING DETAILS

1.1. A preliminary hearing was conducted on **18.03.2026** in online mode, wherein the following parties/representatives were present:

Sl. No.	Name of the Parties / Representatives	On Behalf of
1.	Mr. Vegu Pavan Kalyan	Complainant
2.	Ms. Kiran, Employer Relations Manager	Respondent
3.	Ms. Diksha Khanikar	Respondent

2. RECORD OF PROCEEDINGS

2.1 The Complainant, Mr. Vegu Pavan Kalyan, a Person with Benchmark Disability, submitted that he was coerced into resigning from his position at Reliance Trends (Aundh Mela Store) by the Store Manager and HR after raising workplace issues. He alleged that his disability certificate was used by staff members

5वीं मंजिल, एनआईएसडी भवन, प्लॉट न०. जी-2, सेक्टर-10, द्वारका, नई दिल्ली-110075; दूरभाष: 011-20892364, 20892275
5th Floor, NISD Building, Plot No.G-2, Sector-10, Dwaraka, New Delhi-110075;Tele# 011-20892364,
20892275

E-mail: ccpd@nic.in; Website: www.ccdisabilities.nic.in
(पया भविष्य मे पत्राचार के लिए उपरोक्त फाईल/केस संख्या अवश्य लिखे)
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to falsely claim he was "mentally unfit" to the local police (L&O). The Complainant contended that he faced persistent harassment and discrimination due to his disability and sought protection from termination, as well as financial support in the event of his removal.

2.2 The Respondent (Reliance Projects and Property Management Services Ltd.) denied the allegations of forced resignation and discrimination. The Employer Relations Manager submitted that the Complainant had been involved in a workplace conflict with a co-employee, which escalated to a police complaint filed by the said employee. The Respondent stated that on 03.03.2026, the Complainant voluntarily submitted his resignation in the presence of his father, who also signed as a witness. They further reported a distressing incident on March 4, where the Complainant allegedly trespassed into the closed store, self-harmed, and wrote on the walls in Telugu, necessitating further police intervention. The Respondent maintained they were unaware of his mental illness until his father produced the disability certificate during the police proceedings.

2.3 The Court noted that the Complainant, appearing under visible distress, requested the Court to refer to his detailed written submissions sent via email as he felt unable to speak during the hearing. The Court also observed that the Complainant's father, though not formally authorized to represent him, expressed a desire to withdraw the case to avoid further trouble. To verify these conflicting claims, the Court advised the Respondent to furnish all supporting evidence, including the resignation letter signed by the father as a witness, police records, and the co-employee's harassment complaint, within 15 days. The Court concluded that it would examine the Complainant's emails alongside the Respondent's documentation to decide on the maintainability and final direction of the case.

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

Yours faithfully,

5वीं मंजिल, एनआईएसडी भवन, प्लॉट न०. जी-2, सेक्टर-10, द्वारका, नई दिल्ली-110075; दूरभाष: 011-20892364, 20892275
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(Praveen Prakash Ambashta)
Dy. Chief Commissioner

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