



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

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Case No.: CCPD/13690/1023/2023

In the matter of:

Shri Sanjay Pachori

... Complainant

Versus

The Administrative Officer, 4 TTR, 1 STC & Ors. **... Respondents**

1. Gist of the Complaint

1.1 Shri Sanjay Pachori, a person with 45% locomotor disability, filed a complaint dated 07.01.2023 regarding alleged misbehaviour and harassment by officials at his unit. The Complainant submitted that despite acquiring disability and being assigned light duties, he was subjected to discriminatory treatment and harassment by colleagues and superior officers, affecting his dignity and working conditions. The Complainant sought appropriate intervention to protect his rights and redress his grievance in the workplace.

2. Notice Issued

2.1 A notice dated 27.01.2023 was issued to the Respondents under Sections 75 and 77 of the Rights of Persons with Disabilities Act, 2016, calling upon them to submit comments on the complaint. The Respondents were further advised to take due care of the provisions of the Act, including Sections 3, 20 and 23, and other applicable statutory provisions and Government instructions.

3. Proceedings in the Matter

3.1 The Respondent, vide reply dated 02.03.2023, submitted that no incident of harassment had occurred and that the Complainant has been provided with light duties and equal opportunity within the unit.

3.2 The Complainant was given an opportunity to file a rejoinder vide communication dated 20.03.2023, and subsequently filed a rejoinder

reiterating allegations of harassment and discriminatory treatment.

3.3 An online hearing in the matter was conducted on 18.12.2023; however, no one appeared on behalf of the Respondents. The Respondent, vide communication dated 15.01.2024, submitted reasons for non-appearance and sought condonation.

3.4 Subsequently, the Respondent, vide communication dated December 2025, informed this Court that the matter has been resolved on mutual understanding between the parties and requested closure of the case.

4. Observations and Recommendations

4.1 The Court notes that the present matter pertains to alleged harassment and treatment of a person with disability in employment, which is required to be considered in light of the provisions of the Rights of Persons with Disabilities Act, 2016, particularly Sections 3 and 20.

4.2 The Court observed that the proceedings reviewed indicate that the institution of Grievance Redressal Officer mandated under Section 23 of the Act, read with Rule 10 of the RPwD Rules, 2017, is required to be fully functional in the Respondent establishment, in terms of creation, intimation, website disclosure and awareness among employees on issues concerning rights and entitlements of persons with disabilities.

4.3 The Respondents are advised to take necessary action in compliance with the provisions of Section 23 read with Rule 10, as mentioned above, and submit an Action Taken Report within three months in accordance with Section 76 of the Act.

4.4 The Court notes that the parties have arrived at a mutual understanding and the grievance stands resolved; accordingly, no further intervention of this Court is warranted in the individual grievance.

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

(Praveen Prakash Ambashta)
Dy. Chief Commissioner