



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/14489/1024/2023

In the matter of —

Complainant

Smt. Pratibha Bhatnagar

Respondent

The Director General

Nehru Yuva Kendra Sangathan

Delhi

1. Gist of the Complaint:

1.1 Smt. Pratibha Bhatnagar, Secretary, Support Foundation for Autism and Development Disabilities, Jaipur, on 18.09.2023, submitted a complaint regarding the denial of reasonable accommodation to Shri Sharad Tripathi, District Youth Officer, Nehru Yuva Kendra (NYK), Karauli, and a person with visual impairment. The organisation highlighted that despite repeated requests, no supporting staff, escort, or transport assistance was provided to him, causing difficulties in field duties and a risk to his safety. It was also alleged that he was transferred to Karauli, an office with staff shortages and internal conflicts, rather than being posted in his home district, Jaipur, where a vacancy existed.

1.2 The representation further stated that Shri Tripathi was terminated earlier on false grounds of hiding pending police cases related to a past disability rights protest, despite being later acquitted. Though reinstated, he suffered mental, financial, and professional harm. At NYKS Headquarters, he was denied official work and file-handling authority, unlike other officers. The foundation alleged a pattern of bias and insensitivity by NYKS management and colleagues toward employees

with disabilities. It urged the authorities to ensure reasonable accommodation, inclusive workplace practices, and to conduct orientation and sensitisation programs for officers and staff under the Rights of Persons with Disabilities Act, 2016.

2. Notice to the Respondents :

2.1 A notice dated 26.09.2023 was issued to the above-mentioned respondents for forwarding to this Court comments on affidavit within the statutory time limit.

3. Reply made by the Respondent:

3.1 The Respondents filed their reply dated 21.11.2023 and clarified that during Shri Tripathi's tenure at NYK-Ajmer and NYKS Headquarters, adequate supporting staff was available as per norms, and at his current posting at NYK-Karauli, arrangements had been made with one outsourced MTS, two National Youth Volunteers, and an additional charge for the Accounts and Programme Assistant post. Recruitment and outsourcing proposals are also under consideration. It was further clarified that NYKS, being an autonomous body, is not eligible for General Pool Residential Accommodation (GPRA) as per CGPRA Rules, 2017, and that the proposal for granting benefits of technical resignation from his previous department (Prasar Bharati) is under consideration.

3.2 The Organisation stated that Shri Tripathi's services were earlier terminated due to suppression of information about pending police cases at the time of appointment; however, on humanitarian grounds, the Appellate Authority reinstated him with a warning, treating the intervening period as "dies non." During his posting at NYKS Headquarters, he was assigned coordination work related to projects for youth and persons with disabilities but allegedly failed to perform duties properly, misused official staff for personal work, and used abusive language against superiors, leading to warnings and a show-cause notice. NYKS also mentioned that Shri Tripathi is pursuing a case before the Court of CCPD, Jaipur, on related issues, indicating that several points raised in the present notice have already been addressed in that matter.

4. Rejoinder filed by the Complainant:

4.1 No rejoinder was filed by the Complainant in this regard.

5. Hearing:

5.1 A hearing in hybrid mode was conducted on 18.11.2025. On the following parties/representatives were present:

S. No.	Name and designation of the Attendees	On behalf of	Mode of Attendance
1.	Ms Pratibha Bhatnagar- Authorised Representative	Complainant	Online
2.	Mr. Sharad Tripathi	Complainant	Online
3.	Mr Mohan Singh Shahi - Dy. Director, Nehru Yuva Kendra	Respondent	Online

6. Record of Proceedings:

6.1 At the outset, the Court inquired from the Sh. Sharad Tripathi, the reason for filing the complaint through the Support Foundation for Autism and Development Disabilities.

6.2 In response, Mr Tripathi submitted that he had been subjected to severe harassment by the Respondent Organisation. He further submitted that the district where he is presently posted lacks even basic facilities, including a railway station, which made it difficult for him to file the complaint on his own. He therefore approached the Representative organization to take up his grievance. He further submitted that he is now willing to pursue the complaint in his own name. He stated that he seeks redressal on the following issues: grant of technical resignation benefits for his previous service; transfer to his hometown; provision of screen reader software; and provision of a human assistant to help him organise events and field visits.

6.3 Due to technical issues, the Respondent was unable to make submissions, and consequently, the Court could not proceed with the

hearing.

7. Observations and Recommendations:

7.1 The Court noted that in its reply dated 21.11.2023, the Respondent did not address the substantive issues raised by the Complainant and merely referred to the abusive behaviour of the Complainant.

7.2 The Court concludes that a complaint on matters related to service condition must be filed by the employee concerned. As such, the Complainant is recommended to file a fresh complaint in his own name to enable this Court to take up with the Respondent for an appropriate resolution.

8. The case is disposed of accordingly.

(S. Govindaraj)
Commissioner for Persons with Disabilities