



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: 14327/1023/2023

In the Matter of

Shri Chandra Veer Singh Talan

...Complainant

Versus

The Director General, Central Industrial Security Force

...Respondent

1. HEARING DETAILS

1.1 A hearing was conducted on 31.10.2025 in hybrid mode wherein the following parties/representatives were present:

S. No.	Name and Designation of the Attendees	On Behalf Of:
1.	Shri Chandra Veer Singh Talan	Complainant
2.	Shri Amol Chandan Shive, Senior Commandant	Respondent

2. RECORD OF PROCEEDINGS

2.1 During the hearing, the Complainant, Shri Chandra Veer Singh Talan, appeared on behalf of his father, Shri Devender Singh, a serving employee of the Central Industrial Security Force (CISF) and a person with a certified 55% mental disability. The Complainant alleged that since 2019, while posted under the command of Shri Daya Shankar at the 5th Reserve Battalion, Ghaziabad, his father had been subjected to continuous harassment, discrimination, and unfair treatment despite his disability. It was submitted that the Respondent had disregarded the medical advice and recommendations issued by the Medical Board of the Institute of Human Behaviour and Allied Sciences (IHBAS), repeatedly assigning him to strenuous eight-hour solitary "B Shift" duties in isolated locations,

which were allegedly incompatible with his psychiatric condition. The Complainant further contended that periods of medically sanctioned rest were wrongly treated as unauthorised absence, resulting in the recovery of Earned Leave (EL) and Medical Leave, thereby causing undue hardship. It was further alleged that the persistent harassment and lack of reasonable accommodation adversely affected his father's mental health, culminating in a suicide attempt and further deterioration of his psychiatric condition. The Complainant also submitted that despite the issuance of a valid UDID Card and disability certificate, the Respondent had failed to recognise or appropriately reflect his father's disability status in the official service records, thereby depriving him of the benefits and protections available under the Rights of Persons with Disabilities Act, 2016.

2.2 The Respondent, represented by Shri Amol Chandan Shive, Senior Commandant, CISF, denied the allegations and submitted that the grievance was an afterthought unsupported by contemporaneous records. It was contended by the Respondent that the CISF, being a disciplined force, is governed by stringent standards of discipline and service conduct. It was further submitted that any disciplinary action or penalties imposed upon the employee from time to time arose solely on account of acts of misconduct and violations of the applicable service rules, and were in no manner attributable to or connected with his disability. With regard to the allegation of denial of reasonable accommodation, the Respondent submitted that exemptions from regular duties or the assignment of light duty, including relaxation from wearing prescribed uniform items such as boots or belts, are granted only upon the recommendation of the competent medical authority. It was further submitted that whenever valid medical advice or recommendations were received, the same were duly examined and acted upon in accordance with the applicable rules and administrative procedures.

2.3 The Court took note of the fact that despite the issuance of a notice dated 26.07.2023 and a final reminder dated 06.09.2023, the Respondent had failed to submit a written reply prior to the hearing. The Court observed that the present matter involves serious allegations concerning the treatment of a person with a mental disability serving in a disciplined force, including allegations of denial of reasonable accommodation, workplace harassment, and non-recognition of disability-related entitlements. The Court emphasised that such allegations warrant careful examination on the basis of complete service records, medical records, and other relevant documentary evidence so that accountability, if any, may be determined on the basis of cogent material rather than unsubstantiated assertions.

3. Observation and Recommendations

3.1 Upon consideration of the submissions advanced by both parties, the Court was of the view that the dispute could not be conclusively adjudicated without a comprehensive examination of the relevant medical records, service records, disciplinary proceedings, leave records, and the medical recommendations issued by the competent authorities. Accordingly, the Court advised both parties to place on record all relevant documents and supporting evidence to substantiate their respective claims and contentions. The Court further observed that, should the material placed on record be found insufficient or inconclusive, it may consider initiating an appropriate inquiry in accordance with law for a proper determination of the issues involved.

4. Considering that the complaint has remained pending for nearly two years, the Court emphasised that no further avoidable delay would be appropriate and rescheduled the matter for hearing on **10.08.2026**.

(Ipsita Mitra)

Dy. Chief Commissioner