



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/16504/1011/26

Dated: 12/08/2026

Case No. CCPD/16504/1011/26

Complainant

Ms. Meena Kadian

Versus

Respondent(s)

(1) The Vice-Chancellor / Registrar

Dr. B.R. Ambedkar National Law University (dbranlu)

Sonipat

(2) The Secretary, DEPwD

Department of Empowerment of Persons with Disabilities (depwd)

Department Of Higher Education, Government Of Haryana

(3) The Secretary,

University Grants Commission (Ugc)

New Delhi

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 लिखें)

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RECORD OF PROCEEDINGS CUM FIRST NOTICE

1. Gist of the case:

1.1 Ms. Meena Kadian, a Ph.D. Research Scholar in the Department of Law at Central University of Haryana and a Person with 100% LD, has filed a complaint dated 21.04.2026 against Dr. B.R. Ambedkar National Law University (DBRANLU) and other authorities regarding the recruitment process for Assistant Professor (Law) under Advertisement No. 05/2025. She has alleged that although one post was reserved for PwBD candidates under mandatory horizontal reservation and ten PwBD candidates, including her, were shortlisted and interviewed, no candidate was selected against the reserved post. Instead, the PwBD post was allegedly absorbed into the Unreserved category, violating Section 34 of the RPWD Act, 2016 and the principles governing disability reservation.

1.2 The Complainant has further alleged that DBRANLU retrospectively declared all PwBD candidates as "not suitable" without any pre-determined qualifying criteria and failed to apply the mandatory Relaxed Standard under the Haryana Government GAD Instructions dated 01.05.2019. She has also raised concerns regarding the alleged non-compliant constitution of the Selection Committee under UGC Regulations, 2018 and suppression of merit lists and selection records. Seeking enforcement of her statutory rights, she has prayed for her appointment against the PwBD reserved post, production of recruitment documents, interim protection against further appointments, and appropriate directions to the concerned authorities for inquiry, corrective action, and prevention of similar violations in future recruitment processes.

2. Preliminary Hearing

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2.1. The matter was listed for a preliminary hearing on 28.04.2026 to examine the admissibility, maintainability and probable resolution of the grievance within the legal framework.

3. Record of Proceedings:

3.1 The Complainant, submitted that the complaint was filed before the Hon'ble Chief Commissioner for Persons with Disabilities due to the non-functional status of the office of the State Commissioner for Persons with Disabilities, Haryana, for more than two years. She alleged that DBRANLU had unlawfully extinguished the mandatory horizontal PwBD reserved post under Advertisement No. 05/2025 by showing zero selection against the PwBD category and filling the post through Unreserved candidates. She submitted that she was shortlisted among PwBD candidates and appeared for the interview, but the University subsequently declared all PwBD candidates unsuitable without disclosing any pre-defined benchmark or qualifying criteria. She contended that the reliance placed by the University on Haryana Government GAD Instructions for shifting the PwBD roster point was misplaced, as the instructions did not permit absorption of a reserved post into the Unreserved category.

3.2 The Representative of DBRANLU, Mr. Sandeep Malik, Assistant, submitted that the PwBD vacancy was not absorbed but was shifted due to the non-availability of a suitable PwBD candidate. He stated that the Selection Committee had representation from the PwBD category and that the decision was taken in accordance with the Haryana Government instructions, which allow shifting of the roster point within the prescribed limit when a suitable candidate is unavailable. The Respondent maintained that the action taken by the University was in accordance with the applicable guidelines and that the vacancy was not illegally converted into an Unreserved post.

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3.3 The Court observed that the matter required detailed examination and that the competing claims of the parties needed to be considered on the basis of proper pleadings and records. The Court directed that the written response submitted by DBRANLU be examined and granted seven days' time to the Complainant to file a rejoinder. The University was also directed to resend its submissions as the same had not initially been received by the Court. The matter was kept for further consideration after receipt of the rejoinder and examination of the responses of the parties.

4. Whereas Section 3 of the Rights of Persons with Disabilities Act, 2016 hereinafter referred to as "the Act" provides as under:

"3. (1) The appropriate Government shall ensure that the persons with disabilities enjoy the right to equality, life with dignity and respect for his or her integrity equally with others.

(2) The appropriate Government shall take steps to utilise the capacity of persons with disabilities by providing appropriate environment.

(3) No person with disability shall be discriminated on the ground of disability, unless it is shown that the impugned act or omission is a proportionate means of achieving a legitimate aim.

(5) The appropriate Government shall take necessary steps to ensure reasonable accommodation for persons with disabilities."

4. And whereas Section 21 of the Act, mandates that every establishment shall notify Equal Opportunity Policy and shall register a copy of the same with the Chief Commissioner.

5. And therefore, you are hereby advised to forward your comments on the

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Complaint on an affidavit signed by an Grievance Redressal Officer/ officer of an appropriate seniority not below the level of Group 'A' officer and to produce all the requisite documents upon which you base your Comments or Claim and where you rely on any other document as evidence in support of your comments or claim, you shall enter such documents in a list to be annexed to the Comments on Complaint along with action taken in compliance with statutory provisions as mentioned at paras 3 & 4 above, to this Court within 30 days from the date of issue of this communication, failing which, the Complaint may be disposed of ex-parte. While responding to this notice, due care may be taken of relevant provisions of the Act, other statutory provisions, and government instructions such as the ones mentioned above including but not limited to Section 20 of the Act and OM No. 21/1/2018-E.IIB dated 15.09.2022 issued by Department of Expenditure.

8. A copy of your reply should also be served to the Complainant via email and by post and the proof of service be submitted to this Court along with your Reply. You may also provide additional inputs, relevant to the case, if desired. However, it is to be informed that in case any statutory provision, any judgment of a High Court or the Supreme Court, rules formulated under any statute, Office Memorandum, or bye-law is relied upon, you shall attach a copy of the same along with your comments on the Complaint. The Complainant may file his rejoinder, if any, to this Court within 15 days with a copy to the Respondent(s).

Yours faithfully,

(Ipsita Mitra)

Dy. Chief Commissioner

Copy to:

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1) Meena Kadian

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SOUTH WEST, DELHI, 110043

meena.kadian@live.com

8587085406

Enc. Copies:

- 1) Disability Certificate
- 2) Aadhaar Card
- 3) Case Document - 1

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