



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/25/CCPD/5259

Dated: 14/08/2026

Case No: DNO/25/CCPD/5259

In the Matter of

Shri Nabh Sharma

...Complainant

Versus

The Managing Director and CEO, UCO Bank

...Respondent

1. Gist of the Complaint

1.1 The Complainant, Shri Nabh Sharma (represented by his father Shri Pradeep Sharma), a UCO Bank employee and a person with 75% locomotor disability (hemiplegia) suffering from a rare brain developmental disorder diagnosed by AIIMS, New Delhi, submitted a grievance dated 13.12.2025 and stated that the Respondent has failed to implement the recommendations issued by this Court in its Order dated 01.02.2022 in Case No. 2887/1023/2021. He alleged that despite repeated representations, the Bank has continued to subject the Complainant to wrongful salary and leave recoveries, incorrect calculation of annual increments, non-payment of increment arrears, improper treatment of the COVID-19 work-from-home period as leave without pay, and failure to rectify HRMS records. The Complainant further alleged persistent discrimination, harassment, and lack of reasonable accommodation at the workplace, including denial of transfer to a branch near his residence in Noida despite his disability-related commuting difficulties. It was contended that these actions have caused severe financial loss, mental distress, and deterioration of the Complainant's medical condition. Accordingly, the Complainant sought correction of HRMS records, restoration of wrongfully deducted salary and leave, payment of increment arrears with interest, transfer to a branch nearer his residence, and appropriate directions to prevent discrimination and ensure compliance with the Rights of Persons with Disabilities Act, 2016.

2. Hearing

2.1. A preliminary hearing was conducted on 10.03.2026 in hybrid mode, wherein the following parties/representatives were present:

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Sl. No.	Name of the Parties / Representatives	On Behalf of
1	Shri Nabh Sharma	Complainant
2	Shri Pradeep Sharma	Complainant
3	Shri Manoj Kumar, Assistant General Manager & Deputy Zonal Head	Respondent
4	Ms. Asha Sukumar, Chief Manager (HRM), Zonal Office	Respondent
5	Representative of Head Office (HRM)	Respondent

3. Record of Proceedings

3.1 During the proceedings, the Complainant, Shri Nabh sharma, through his authorized representative, submitted that he is employed as a Customer Service Associate with the Respondent Bank and is a person with 75% locomotor disability (hemiplegia) arising from a rare congenital brain developmental disorder diagnosed by AIIMS, New Delhi. It was submitted that although the Office of the Chief Commissioner had previously disposed of Case No. 2887/1023/2021 vide Order dated 01.02.2022 with specific recommendations, the Respondent had failed to implement the same in its true spirit. The Complainant alleged that he continued to suffer financial prejudice on account of improper recovery of salary and annual increments and that the Respondent had not provided him with a posting near his hometown despite his disability-related requirements. It was further submitted that his present posting causes considerable hardship due to prolonged commuting and adversely affects his medical condition. The Complainant explained that the delay in approaching the Commission arose on account of exceptional family circumstances, including his mother's prolonged cancer treatment and his own neurological and psychiatric health issues.

3.2 The Respondent submitted that the recommendations contained in the Commission's earlier Order dated 01.02.2022 had been duly complied with and that Action Taken Reports were submitted before the

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Commission on 01.06.2022 and 03.02.2026. It was stated that, pursuant to the Commission's recommendation to adopt an empathetic approach, the Appellate Authority reconsidered the disciplinary proceedings and modified the original penalty from withholding of two annual increments to withholding of one annual increment, resulting in restoration of one increment to the Complainant. The Respondent further submitted that a counselling meeting had been convened under the chairmanship of the then Deputy Zonal Head, during which both the Complainant and his father participated and signed the minutes of the meeting. It was contended that the Complainant had thereafter been posted to his present branch, which is situated approximately 15-16 kilometres from Noida, and that any further transfer is governed by administrative requirements and operational constraints applicable to award staff.

3.3 Upon hearing both parties, the Court observed that the present complaint substantially emanates from the implementation of the recommendations issued in the Commission's earlier Order and, therefore, requires examination within the limited scope of ensuring compliance while respecting the administrative domain of the employer. The Court noted that the Respondent had reconsidered the disciplinary penalty in accordance with the earlier recommendation by reducing the punishment from withholding of two increments to one increment. Accordingly, the Court found no reason to interfere with the disciplinary or financial decisions already reviewed by the competent authorities.

3.4 The Court, however, observed that reasonable accommodation and posting of an employee with benchmark disability at a convenient place, wherever administratively feasible, constitute important obligations under the Rights of Persons with Disabilities Act, 2016. Considering the nature of the Complainant's disability and the medical hardships placed on record, the Court was of the view that the Respondent should make every possible effort to provide a suitable posting nearer to the Complainant's residence by exercising the discretion available under its policy relating to employees with disabilities.

3.5 After considering the submissions made by both parties, the Court recommends that the Respondent examine the feasibility of posting the Complainant to a suitable branch in or around Noida, keeping in view his benchmark disability and medical condition, by extending appropriate reasonable accommodation in accordance with the provisions of the Rights of Persons with Disabilities Act, 2016 and the applicable service policy.

3.6 The Respondent is recommended to complete the above exercise and issue an appropriate accommodation to the Complainant in or around the Noida Branch within sixty (60) days from the date of issuance of this order and submit an Action Taken Report (ATR) before this Court within sixty (60) days indicating the steps taken in compliance with these recommendations.

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3.7 Insofar as the disciplinary proceedings and recovery of increments are concerned, no further intervention is considered necessary at this stage, as the matter has already been reviewed by the competent appellate authority pursuant to the Court's earlier recommendations.

4. Accordingly, the case is disposed of.

Yours faithfully,

**(S. Govindaraj)
Commissioner**

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