



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/15108/1011/24

Dated: 21/08/2026

Case No.: 15108/1011/2026

In the matter of:

Complainant:

Sh. Vartya Naveen Kumara

Respondent(s):

The Registrar,

National Institute of Technology, Karnataka

RECORD OF PROCEEDINGS

1. Hearing: A hearing in the matter was conducted on **27.01.2026**, wherein the following were present:

Sl. No.	Name & Designation of the Attendees (Smt./Shri)	On behalf of	Mode of Presence
1.	Vartya Naveen Kumara	Complainant	Online
2.	Adv. Rajeev Nulvi, Counsel	Complainant	Online
3.	Prof. Kumar G N, Registrar (I/C), NIT Karnataka	Respondent	Online

2. Proceedings during the hearing:

2.1 The Complainant submitted that he had applied for the post of Technician pursuant to the Respondent's recruitment notification dated August 2023, which advertised 112 posts, including 5

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 में पत्राचार के लिए उपरोक्त फाईल/केस संख्या अवश्य लिखें)

(Please quote the above file/case number in future correspondence)



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/15108/1011/24

Dated: 21/08/2026

posts reserved for Persons with Benchmark Disabilities (PwBDs). Although he qualified the Computer-Based Test (CBT), he was declared unsuccessful in the skill test, having secured 31.75 marks out of 100 against the minimum qualifying requirement of 40 marks prescribed for PwBD candidates. He contended that the recruitment notification was deficient and legally unsustainable, as it did not clearly indicate the post-wise/category-wise allocation of reserved vacancies across departments. He further contended that the unfilled PwBD vacancies ought to have been filled by applying the prescribed relaxed standards.

2.2 The Respondent, represented by Prof. Kumar G N, submitted that the recruitment process was conducted in accordance with the Institute's Recruitment Rules (RRs) and the applicable DoPT guidelines for Group B and Group C posts. The CBT was conducted by the National Testing Agency (NTA) as a screening stage, whereas the skill test was the qualifying stage, for which PwBD candidates were required to secure a minimum of 40 marks. Out of the three PwBD candidates who appeared in the skill test, only one qualified and was appointed against a reserved vacancy. The remaining four PwBD vacancies remained unfilled due to non-availability of qualified candidates and would be carried forward for subsequent recruitment.

2.3 The Court examined the Complainant's marks in the CBT and skill test, the performance of other PwBD candidates and the methodology adopted for implementing reservation. It was observed that, against the total 112 posts advertised, comprising 108 Group C and 4 Group B posts, the reservation calculations appeared to require separate consideration for the two groups. On such calculation, 1 PwBD vacancy in Group B and 5 in Group C would result in a total of 6 PwBD vacancies, instead of the 5 advertised. The Court further observed that the advertisement did not clearly indicate the post-wise allocation of reserved vacancies, raising concerns regarding compliance with Section 34 of the RPwD Act, 2016 and the applicable DoPT guidelines relating to maintenance of reservation rosters.

2.4 The Respondent clarified that reservation was implemented cadre-wise across departments without segregation, with a view to maintaining flexibility, and that the Institute follows the applicable Government of India norms. However, he acknowledged the need to verify the reservation roster and submitted that the Institute proposed to undertake re-advertisement of backlog as well as regular vacancies, incorporating the necessary corrective measures based on the deficiencies noticed in the present recruitment process.

2.5 The Court sought clarification regarding the absence of zonal/extra-zonal considerations for filling unfilled PwBD vacancies, as contemplated under the applicable reservation guidelines to maximize opportunities for PwBD candidates. The Court emphasized the need for strict compliance with the

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 में पत्राचार के लिए उपरोक्त फाईल/केस संख्या अवश्य लिखें)

(Please quote the above file/case number in future correspondence)



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/15108/1011/24

Dated: 21/08/2026

statutory provisions and applicable instructions relating to reservation, maintenance of rosters and application of relaxed standards for PwBD candidates. The Respondent was accordingly directed not to issue any fresh recruitment advertisement until the identified deficiencies were rectified and an undertaking was furnished confirming compliance with the RPwD Act, 2016 and the relevant DoPT Office Memoranda.

2.6 The Court recommended that the Respondent furnish, **within 15 days**, the applicable Recruitment Rules; details of all PwBD applicants along with their CBT and skill test marks; the reasons/justification for the disqualification of the Complainant and other PwBD candidates; the reservation roster for Group B and Group C posts; and records/details of appointments made against the advertised vacancies. The Complainant was permitted to submit his response, if any, thereafter.

Yours faithfully,

(Ipsita Mitra)

Dy. Chief Commissioner

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 में पत्राचार के लिए उपरोक्त फाईल/केस संख्या अवश्य लिखें)

(Please quote the above file/case number in future correspondence)