



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/15757/1111/24

Dated: 17/08/2026

In the matter of-

Ms. Deepa

...Complainant

Versus

The Registrar,

University of Delhi,

North Campus, Delhi

...Respondent No. 1

The Principal,

Daulat Ram College,

University Of Delhi,

Delhi

...Respondent No. 2

1. Gist of the case:

1.1 Ms. Deepa, a person with 70% Locomotor Disability filed her complaint dated 20-09-2024 and submitted that she has been working at Daulat Ram College since 2007 on a daily wage basis and she has been subjected to harassment and discrimination due to her disability, causing severe mental distress.

1.2 Staff members began protesting, demanding my removal solely because she filed a complaint against a permanent employee who mocked my disability. This retaliation has further impacted on her mental health, especially after serving the institution sincerely for many years.

1.3 Complainant respectfully request urgent intervention to stop this harassment and ensure her

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5th Floor, NISD Building, Plot No.G-2, Sector-10, Dwaraka, New Delhi-110075;Tele# 011-20892364,
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E-mail: ccpd@nic.in; Website: www.ccdisabilities.nic.in
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rights as a differently-abled employee are protected.

2. Notice issued to the Respondent:

A Notice dated 23.09.2024 was issued to the Respondent for forwarding their comments within 30 days to this Court u/s 75 & 77 of the Rights of Persons with Disabilities Act, 2016 (hereinafter referred as the Act).

3. Reply filed by the Respondent:

3.1 Respondent No. 1 and No.2, vide reply dated 16.10.2024 and 07.11.2024, stated that the college governing body has appointed a one-man inquiry committee to examine matters concerning outsourced staff, including Ms. Deepa. The report, once finalized, will be shared with both Ms. Deepa and the Chief Commissioner for Persons with Disabilities (CCPD).

4. Hearing:

4.1 A hearing in hybrid mode was conducted on 26.09.2025; wherein the following parties/representatives were present:

Sl.No.	Name of the parties /Representatives	Parties	Mode
1.	Ms. Deepa	Complainant	Online
2.	Dr. Monika Representative for Complainant	Complainant	Online
3.	Prof. Savita Roy, Principal, Daulat Ram College	For Respondent No.2	Online
4.	Adv. Pawas Kulshrestha, Counsel for University of Delhi	For Respondent No.1	Online

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5. Proceedings:

5.1. During the hearing, the Principal of Respondent No. 2 submitted that the complainant continues to remain in service and no adverse action has been taken against her. It was further submitted that an independent One-Man Inquiry Committee, headed by a former District & Sessions Judge, was constituted to inquire into the allegations, and the inquiry has since been completed with the report placed before the Governing Body for appropriate action. The Respondent also stated that accessible toilets are available on all floors, the complainant was generally assigned duties on the ground floor, and the college administration had supported the complainant throughout the incident despite operational challenges.

5.2. Upon consideration of the submissions and the material available on record, the Court observed that the complainant continues to be employed with Respondent No. 2 and that an independent inquiry mechanism had been established to examine her allegations. However, the Court noted that it had not been informed about the progress or outcome of the inquiry after the initial reply. The Court further observed that concerns regarding the accessibility of toilets on upper floors require continued attention and that the incident reflects the need for greater disability sensitization, particularly among non-teaching staff. The Court also reiterated that the protections available under the RPwD Act, including Sections 6, 7, and 92, extend equally to contractual employees and safeguard their dignity and rights.

6. Observations and Recommendations

6.1 Consequent upon examining the facts submitted during the hearing and in exercise of the powers conferred under the RPwD Act, the Court recommends that Respondent No. 2 shall furnish a copy of the One-Man Inquiry Committee Report to this Court within four weeks of receipt of this Order. Respondents No. 1 and 2 shall conduct mandatory disability sensitization and awareness programmes for teaching staff, non-teaching staff, and students, with special emphasis on workplace conduct, reasonable accommodation, and the rights and dignity of persons with disabilities. Respondent No. 2 shall also ensure that accessible toilets on all floors remain functional in compliance with Section 45 of the Act and Rule 15 of the RPwD Rules, and that no employee with disability is subjected to hardship due to accessibility barriers.

6.2 The Court further recommends that Respondent No. 2 ensure that no retaliatory or adverse action

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is taken against the complainant for approaching this Court and that her service conditions remain fair, dignified, and free from discrimination. The Respondents are also advised to submit an Action Taken Report on the implementation of these recommendations within three months from the date of this Order, in terms of Section 76 of the RPwD Act.

7. With these recommendations, the complaint stands disposed of.

Yours faithfully,

(S. Govindaraj)
Commissioner

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