



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/16118/1011/25

Dated: 21/08/2026

Case No.: CCPD/16118/1011/2025

In the matter of:

Complainant:

Shri Manohar Kumar Gupta

Respondent(s):

The Director, School of Planning and Architecture, Bhopal

RECORD OF PROCEEDINGS

1. Hearing: A hearing in the matter was conducted on 20.03.2026, wherein the following were present during the hearing:

Sl. No.	Name & Designation of the Attendees (Smt./Shri)	On behalf of	Mode of Presence
1.	Manohar Kumar Gupta	Complainant	Online
2.	Deepali Bagchi, Assistant Registrar (Administration)	Respondent	Online

2. Proceedings during the hearing:

2.1 The Complainant alleged that the recruitment advertisement dated 22.09.2024

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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
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issued by the School of Planning and Architecture, Bhopal, for 22 faculty posts (Professor, Associate Professor and Assistant Professor) provided only a general horizontal reservation for Persons with Benchmark Disabilities (PwBD) without earmarking vacancies category-wise, and that no candidate was selected under the PwBD quota despite the statutory mandate.

2.2 The Respondent submitted that horizontal reservation for PwBD candidates had been provided in the advertisement and informed the Court that the institution is in the process of maintaining a separate 100-point vacancy-based reservation roster in accordance with the DoPT Office Memorandum dated 15.01.2018. It further stated that a special recruitment drive for PwBD candidates is under consideration and that both the earlier advertisements and the ongoing recruitment process are being reviewed to ensure compliance with the applicable reservation provisions.

2.3 Upon consideration of the submissions, the Court observed that the Respondent has, in effect, acknowledged that the prescribed 100-point vacancy-based reservation roster for PwBDs was not maintained earlier in accordance with the statutory requirements. This prima facie indicates non-compliance with Section 34 of the Rights of Persons with Disabilities Act, 2016, read with the DoPT Office Memorandum dated 15.01.2018. The Court further observed that, as an institution of higher education, SPA Bhopal is under a statutory obligation to implement reservation for PwBDs in both letter and spirit.

2.4 The Court also noted that the complaint raises important issues relating to the non-maintenance of the prescribed reservation roster, failure to earmark and fill reserved vacancies, and the overall implementation of reservation for PwBDs since the establishment of the institution. Accordingly, the Court considered it necessary to examine the Respondent's compliance with the reservation policy from the

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commencement of the RPwD Act, 2016, as well as the earlier statutory reservation framework, in order to assess any backlog vacancies and determine appropriate remedial measures.

2.5 Accordingly, the Court recommended the Respondent to file, **within 10 days**, a comprehensive report enclosing the complete 100-point vacancy-based reservation roster for PwBDs maintained since the inception of the institution in respect of all Group 'A' and Group 'B' posts; details of all faculty and non-faculty recruitment advertisements issued since 2016 indicating category-wise vacancies, PwBD-reserved posts, backlog vacancies and appointments made against such posts; and an action taken report on the Complainant's grievance, including steps proposed for filling backlog vacancies and any special recruitment drive planned for PwBD candidates. The Respondent was further directed to place on record its Equal Opportunity Policy and the institutional mechanism for implementing reservation for PwBDs. A copy of the report shall be furnished to the Complainant, who may file a rejoinder within 15 days thereafter. The Respondent was also advised to appoint a Nodal Officer for PwBD matters and ensure strict compliance with the roster maintenance and reservation provisions under the RPwD Act, 2016.

2.6. In case of non-compliance appropriate recommendations under Section 93 of the RPwD Act, 2016 will be applicable.

Yours faithfully,

(Ipsita Mitra)

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Dy. Chief Commissioner

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