



न्यायालय मुख्य आयुक्त दिव्यांगजन
COURT OF THE 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 & Empowerment
भारत सरकार/Government of India
5वाँ तल, एन.आई.एस.डी. भवन, जी-2, सेक्टर-10, द्वारका, नई दिल्ली-110075; दूरभाष : (011) 20892364
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Case.No.: 15029/1011/2024

In the matter of:

Complainant:

Sh. Vikash Nain

Respondent:

The Managing Director, National Insurance Company Ltd.

RECORD OF PROCEEDINGS

1. Hearing: A hearing in the hybrid mode in the matter was conducted on 20.01.2026, wherein the following were present:

Sl. No.	Name & Designation of the Attendees (Smt./Shri)	On behalf of	Mode of Presence
1.	Vikash Nain	Complainant	Online
2.	Ravinder Bowgal, Chief Manager	Respondent	Online
3.	Shri Ranjit, Assistant Manager	Respondent	Online

2. Proceedings during the hearing:

2.1 The Complainant alleged that the Respondent's recruitment advertisement for 274 Administrative Officers (Scale-I), notified in January 2024, did not provide 5% relaxation in qualifying marks for PwBD candidates.

2.2 The Respondent submitted that no mandatory provision for such relaxation exists in their policy or other PSUs, though 5% relaxation was provided to SC/ST categories.

2.3 The Court held that:

2.3.1 Non-extension of relaxation to PwBDs when granted to SC/ST violates equality and non-discrimination u/s 3, 34(4) of the RPwD Act, 2016 and Supreme Court precedents.

2.3.2 Ignorance of the law is no excuse and indicates serious non-compliance.

2.3.3 Apparent lack of awareness among officers calls for mandatory sensitization training.

2.4 Accordingly, the Respondent is recommended to submit the following documents within 15 days from the date of receipt of this Interim Orders:

2.4.1 Reservation rosters of the organization, pertaining to employees with disabilities.

2.4.2 Equal Opportunity Policy (EOP) and proof of registration with o/o CCPD.

2.4.3 Details of nominated Grievance Redressal Officer (GRO)

2.4.4 Comprehensive reply with remedial measures to ensure full compliance, including relaxation in standards for PwBDs.

3. This is issued with the approval of the Commissioner for Persons with Disabilities.


20.04.26
(Vikas Trivedi)

Dy. Chief Commissioner for Persons with Disabilities