



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/26/CCPD/6393

Dated: 31/08/2026

Case No: DNO/26/CCPD/6393

In the Matter of

Complainant

Shri Shagun Ratan Mohadikar

Versus

Respondent(s)

The CMD, National Insurance Company Limited

1. Background of the Case

1.1 The Complainant, Shri Shagun Ratan Mohadikar, an Assistant in National Insurance Company Limited (NICL) recruited under the PwBD quota, submitted a grievance dated 14.07.2026 stating that he is 100% visually impaired and is currently posted at Srinagar, Jammu & Kashmir, though he had opted for Jammu during recruitment. He stated that the posting has caused severe difficulties due to lack of accessible infrastructure, harsh weather, security-related disruptions, limited connectivity, and absence of regular family support and medical care. He alleged that despite completing one year of service and submitting representations, his request for transfer has been rejected on the ground that transfers are not allowed before completion of three years. He contended that, under the Rights of Persons with Disabilities Act, 2016, persons with disabilities are entitled to reasonable accommodation, including posting at or near their hometown wherever possible. He further stated that his request has also been supported by the employees' union, but no action has been taken. He has requested intervention to direct NICL to transfer him to Nagpur or a nearby office on medical and humanitarian grounds without affecting his pay, seniority, promotion, or other service benefits.

2. Hearing

2.1. A preliminary hearing was conducted on 05.08.2026 in hybrid mode, wherein the following parties/representatives were present:

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

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Sl. No.	Name of the Parties / Representatives	On Behalf of
1	Shri Shagun Ratan Mohadikar	Complainant
2	Shri Mithun Ghosh, Chief Manager	Respondent

3. Record of Proceedings

3.1 The Respondent, represented by its Chief Manager, submitted that the recruitment process had been conducted on a State-wise and category-wise basis and that the vacancy against which the Complainant had applied pertained specifically to the State of Jammu & Kashmir. It was submitted that the Complainant had voluntarily applied for the said vacancy and was accordingly posted there. The Respondent further submitted that, under the prevailing transfer policy of the organisation, an employee becomes eligible for transfer only upon completion of three years of service. However, it was assured that upon completion of the prescribed tenure, the Respondent would consider the Complainant's request for transfer to his native place, subject to administrative requirements.

3.2 Upon hearing the parties, the Court sought clarification from the Complainant regarding the specific accessibility barriers faced by him at the workplace. In response, the Complainant clarified that the office infrastructure itself did not present any significant accessibility issues. He submitted that his primary difficulties arose from the prevailing climatic conditions, breathing and other medical concerns, the absence of family support, and the lack of accommodation near the office, which required him to travel approximately four to five kilometres daily.

3.3 The Court further sought clarification from the Respondent regarding the availability of residential accommodation. In response, the Respondent submitted that lease accommodation was admissible in accordance with the organisation's policy and assured the Court that, if the Complainant identified suitable accommodation near the office, the Respondent would provide the permissible lease amount and extend all necessary assistance in facilitating appropriate residential arrangements through its local officials.

3.4 Upon consideration of the submissions made by both parties, the Court observed that no material had been placed on record to establish the existence of accessibility-related deficiencies in the workplace

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infrastructure or any act of discrimination or violation of the provisions of the Rights of Persons with Disabilities Act, 2016, on the part of the Respondent. The Court noted that the grievance substantially pertained to transportation, residential accommodation, and the request for transfer on humanitarian grounds rather than denial of reasonable accommodation at the workplace.

3.5 In view of the Respondent's assurance, the Court recommended the Respondent to make sincere efforts to facilitate suitable residential accommodation in close proximity to the Complainant's place of work within ninety (90) days and submit an Action Taken Report (ATR) for the same, so as to alleviate the transportation-related hardships experienced by the Complainant.

3.6 The Court further recommended the Respondent to consider the Complainant's request for transfer to his preferred place of posting at the earliest feasible opportunity, on humanitarian grounds and in accordance with the applicable transfer policy, as and when a suitable vacancy arises. Consequently, the Court has determined no further intervention necessary.

4. Accordingly, the case is disposed of.

Yours faithfully,

**(S. Govindaraj)
Commissioner**

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