



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/6582

Dated: 31/08/2026

Case No: DNO/26/CCPD/6582

In the Matter of

Complainant

Shri Shivendra Pratap Singh

Versus

Respondent(s)

The Chairman-cum-Managing Director, Mineral Exploration Corporation Ltd.

1. Background of the Case

1.1 The Complainant, Shri Shivendra Pratap Singh, a person with 50% locomotor disability submitted a grievance dated 27.07.2026, is employed as a Senior Assistant (Information Technology) in the Finance Division of Mineral Exploration and Consultancy Limited (MECL), Nagpur. Although belonging to the IT cadre, he has been serving in the Finance Division since 18.08.2020, where all his service-related matters, including leave, performance appraisal, and other administrative functions, have been handled by the General Manager (Finance). The complainant submitted that upon applying for a No Objection Certificate (NOC) and Experience Certificate to apply for an external employment opportunity, his request remained unprocessed due to a lack of clarity regarding the competent authority.

1.2 While the General Manager (Finance) stated that the certificates should be issued by the IT Division, the IT Division maintained that, since the complainant reported to the General Manager (Finance), the documents ought to be issued by that office. Consequently, no authority accepted responsibility, and the complainant was repeatedly referred from one department to another. He further submitted that the delay, which persisted from 30.06.2026, prevented him from submitting his application before the closing date of 27.07.2026, resulting in the loss of a significant career opportunity. The complainant alleged that, despite his colleagues receiving the requisite documents in a timely manner, he was denied the same without any written justification, causing mental harassment and discrimination.

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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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2. Hearing

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

Sl. No.	Name of the Parties / Representatives	On Behalf of
1	Shri Shivendra Pratap Singh	Complainant
2	Shri Ram Murthy, General Manager (HR)	Respondent
3	Representative of Senior Manager (HR)	Respondent
4	Representative of Manager (Legal)	Respondent

3. Record of Proceedings

3.1 The Respondent, represented by the General Manager (HR) and other officials of MECL, submitted that a detailed written reply had already been filed before the Commission on 03.08.2026. It was further submitted that the Complainant had subsequently been issued both the No Objection Certificate and the Experience Certificate. The Respondent also informed the Court that the Complainant himself had addressed an email dated 01.08.2026 seeking withdrawal of the complaint. Upon being queried regarding the delay, the Respondent explained that although the Complainant belonged to the Information Technology cadre, he was presently working in the Finance Division, and comments were required from both divisions before issuance of the certificates. According to the Respondent, the delay occurred due to inter-departmental processing, which was subsequently resolved through coordination between the concerned General Managers.

3.2 The Court sought clarification from the Complainant as to whether the subsequent issuance of the No Objection Certificate and Experience Certificate had resolved his grievance and whether he had ultimately been able to utilise the documents for the external recruitment process. The Complainant

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submitted that although the certificates had been issued after the last date prescribed by the recruiting organisation, they would nevertheless remain useful for future employment opportunities. He further clarified that, for the concerned recruitment process, he had managed to submit his application by relying upon his previously issued experience certificate and that the newly issued documents could be produced subsequently during the verification or interview stage, if required.

3.3 Upon hearing the parties, the Court observed that the documents sought by the Complainant had ultimately been issued by the Respondent and that, based on the Complainant's own submissions, the delay had not ultimately deprived him of the opportunity to submit his application for the external post. The Court further noted that the newly issued No Objection Certificate and Experience Certificate would continue to remain valid and beneficial for future recruitment processes.

3.4 In view of the above, the Court recommended the Respondent to furnish before the Court, within two (02) days, copies of the No Objection Certificate and Experience Certificate issued to the Complainant, together with proof of their delivery and acknowledgement by the Complainant, for placing the same on record. The matter was directed to be considered for closure upon receipt of the said compliance.

4. Respondent's Submission

4.1 The Respondent submitted in a reply vide email dated 05.08.2026, in compliance with the recommendations issued by the Court during the hearing held on 05.08.2026, the acknowledgement of receipt of the No Objection Certificate (NOC) and Experience Certificate by the complainant, Shri Shivendra Pratap Singh, obtained on 05.08.2026, was enclosed as Annexure-1 of their reply. The Respondent further submitted that a copy of the NOC-cum-Experience Certificate issued to the complainant on 01.08.2026 had also been enclosed as Annexure-2 of their reply. It was contended that all recommendations issued by the Court had been duly complied with and all requisite formalities had been completed.

4.2 The Complainant submitted in a reply vide email dated 01.08.2026 expressing his gratitude to the Respondent and informed the Court that he wishes to withdraw his complaint.

5. Observation and Recommendation

5.1 Upon reviewing the facts of the case and the available records and the verbal submissions of the Complainant during the proceedings, it is clear that the Complainant's grievance has been addressed.

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5.2 After considering the submissions from both parties, especially the Complainant's email dated 01.08.2026, the Court has determined that no further intervention is necessary.

6. Accordingly, the case is disposed of.

Yours faithfully,

**(S. Govindaraj)
Commissioner**

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