



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/6209

Dated: 02/09/2026

Case No: DNO/26/CCPD/6209

In the Matter of

Complainant

Shri Mayank Arora

Versus

Respondent(s)

The Chairman and Managing Director, Bharat Electronics Ltd.

1. Gist of the Complaint

1.1 The Complainant, Smt. Babita Arora, mother of Shri Mayank Arora, a candidate with benchmark disability (Sickle Cell Disease), submitted that the Respondent, Bharat Electronics Limited (BEL), has repeatedly failed to comply with the statutory reservation policy for persons with benchmark disabilities in its recruitment processes. It was alleged that during an earlier recruitment for the post of Trainee Engineer, the Complainant's son was initially denied selection and was offered appointment only after pursuing remedies under the Right to Information Act and filing multiple grievances, following which he was also initially declared medically unfit before eventually being permitted to join. The Complainant further alleged that in the subsequent recruitment for the post of Probationary Engineer (Computer Science), 2026, despite being eligible under the PwBD category, his disability status was allegedly ignored during the recruitment process, resulting in an unfair assessment and eventual non-selection. It was further alleged that the Respondent failed to adhere to the reservation policy prescribed for persons with benchmark disabilities, lacked transparency in the interview process and award of marks, adopted arbitrary selection practices, and failed to provide relevant records, including CCTV footage and interview-related information, despite requests made under the Right to Information Act. Aggrieved thereby, the Complainant sought an inquiry into the recruitment process, verification of compliance with the reservation policy under the Rights of Persons with Disabilities Act, 2016, appropriate action against the concerned officials, and consequential reliefs.

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2. Hearing

2.1. A preliminary hearing was conducted on 23.07.2026 in hybrid mode, wherein the following parties/representatives were present:

Sl. No.	Name of the Parties / Representatives	On Behalf of
1	Shri Mayank Arora	Complainant
2	Shri Dinesh Kumar Batra, Director (Finance)	Respondent
3	Shri Ram Kumar, General Manager	Respondent

3. Record of Proceedings

3.1 During the proceedings, the Respondent submitted that the recruitment in question pertained to an All-India recruitment process for 340 Probationary Engineer posts, out of which 42 vacancies were advertised for the Computer Science discipline, including 02 vacancies reserved for Persons with Benchmark Disabilities (PwBDs). It was submitted that the recruitment process was conducted strictly in accordance with the notified recruitment policy, wherein candidates belonging to the PwBD category were required to secure the prescribed minimum qualifying marks separately in both the Computer Based Test and the Interview, with the final merit being determined on the basis of 85% weightage for the written examination and 15% weightage for the interview.

3.2 The Respondent further submitted that the Complainant had secured 42.33 marks out of 85 in the Computer Based Test but had obtained only 3.75 marks out of 15 in the interview, which was below the prescribed qualifying standard of 30% for PwBD candidates in the interview. Consequently, it was submitted that the Complainant did not qualify the selection process and was therefore not selected. It was further clarified that the Complainant had, in fact, been considered under the appropriate PwBD reservation category and not under the Unreserved category, as alleged in the complaint.

3.3 The Respondent contested the allegations of discrimination, favouritism and non-compliance with

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the reservation policy. It was submitted that the two PwBD vacancies in the Computer Science discipline had been filled by candidates belonging to Category B and Category C, who had secured the requisite qualifying marks and were found suitable by the Selection Committee. It was further submitted that the Interview Board had been duly constituted and included a representative nominated to safeguard the interests of Scheduled Castes, Scheduled Tribes and Persons with Benchmark Disabilities.

3.4 The Respondent further submitted that the interview process was conducted in a fair and transparent manner, wherein approximately 26 candidates were interviewed over the course of the day, each candidate being provided adequate time for assessment. It was further clarified that the organisation does not maintain video recordings or CCTV recordings of interviews as part of its recruitment process and that no fixed seating plan is maintained during interviews. The Respondent denied the allegations that any irregularity had occurred in the conduct of the interview.

3.5 Upon hearing the submissions of the Respondent, the Court sought specific clarification regarding the number of PwBD candidates shortlisted for interview, the number of reserved vacancies, the categories under which the selected candidates had been appointed, and the marks secured by the selected PwBD candidates. In response, the Respondent confirmed that 25 PwBD candidates had been shortlisted for interview against 02 reserved vacancies in the Computer Science discipline and identified the selected candidates belonging to Category B and Category C, along with the written examination and interview marks secured by them.

3.6 Upon considering the Respondent's submissions, the Court observed that, on the basis of the records presently available, no apparent procedural irregularity or technical deviation in the recruitment process could be immediately discerned. However, the Court further observed that the grievances raised by the Complainant regarding adherence to the reservation policy and the conduct of the interview process required verification on the basis of complete documentary records.

3.7 Accordingly, the Court recommended the Respondent to place on record, within fifteen (15) days, all relevant documentary evidence supporting its submissions, including:

1. the complete recruitment records relating to the PwBD vacancies advertised in the present recruitment process;
2. the marks secured by all PwBD candidates in both the written examination and the interview;

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3. the details of the PwBD candidates selected against the reserved vacancies, together with their disability categories;
4. the proceedings and records demonstrating compliance with the applicable reservation policy and selection procedure; and
5. any other relevant documents relied upon by the Respondent to substantiate its defence.

3.8 Thereafter, the Complainant was afforded an opportunity to advance his submissions. Owing to repeated connectivity issues during the hearing, the Court noted that the Complainant was unable to effectively present his case in its entirety. Nevertheless, the Complainant submitted that he had earlier been denied appointment in a previous recruitment despite being eligible, was subsequently offered appointment only after pursuing remedies under the Right to Information Act and lodging grievances, and was initially declared medically unfit before ultimately being permitted to join after intervention through grievance redressal mechanisms.

3.9 The Complainant further submitted that, in the present recruitment, despite securing higher marks in the written examination than certain selected candidates, he had been awarded disproportionately low interview marks, resulting in his non-selection. The Complainant also questioned the fairness of the interview process, alleging inconsistencies regarding the composition of the Interview Board and relying upon information allegedly received under the Right to Information Act. The Complainant further alleged that the Respondent had declined to provide CCTV footage of the interview proceedings and had failed to furnish certain service-related documents following his earlier appointment.

3.10 Upon hearing the submissions of the Complainant, the Court observed that the grievances raised by him required examination on the basis of supporting documentary evidence. Accordingly, the Court granted liberty to the Complainant to file, within fifteen (15) days, all documents relied upon in support of his grievances, including copies of the RTI replies, correspondence and any other documentary material substantiating the alleged procedural irregularities. Consequently, the Court has determined no further intervention necessary.

4. Accordingly, the case is disposed of.

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Yours faithfully,

**(S. Govindaraj)
Commissioner**

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