



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/6373

Dated: 06/09/2026

Case No: DNO/26/CCPD/6373

In the Matter of

Complainant

Shri Vishal Choudhary

Versus

Respondent(s)

The Courter, Kendriya Vidyalaya Sangathan

1. Background of the Case

1.1 The Complainant, Shri Vishal Choudhary, a 100% permanently visually impaired person, submitted a grievance dated 13.07.2026 and stated that he was working as a TGT (Sanskrit) at PM Shri Kendriya Vidyalaya, Mathana, Kurukshetra. He alleged that after being selected for another government post through the Haryana Staff Selection Court (HSSC), he submitted a technical resignation, but the school authorities wrongly treated it as a simple resignation, resulting in the loss of his past service benefits, including earned leave, pay protection, and gratuity. The complainant further alleged that the school administration failed to provide reasonable accommodation for his disability and instead compelled him to perform handwritten work without assistive devices or support. He also alleged that he was assigned duties unsuitable for a person with 100% blindness, subjected to public humiliation, and faced illegal deductions of earned leave and salary, including recovery of ₹7,814 and withholding of his salary for September. He further alleged that the authorities withheld his service records, delayed issuance of Form-16, failed to update his service records, and did not acknowledge his representations.

2. Hearing

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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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2.1. A preliminary hearing was conducted on 18.08.2026 wherein the following parties/representatives were present:

Sl. No.	Name of the Parties / Representatives	On Behalf of
1.	Shri Vishal Choudhary	Complainant
2.	Mr. C S Azad, Deputy Commissioner	Respondent

3. Record of Proceedings

3.1 During the proceedings, the Respondent submitted that the Complainant, a person with 100% permanent visual disability working as a TGT (Sanskrit), initially applied for technical resignation on 27.07.2024 but subsequently withdrew the same vide applications dated 21.08.2024 and 23.08.2024 requesting simple resignation, which was accepted on 28.08.2024. The Court observed that the grievance regarding resignation must be examined strictly in light of the sequence of applications actually tendered by the Complainant rather than later disputing the acceptance of simple resignation.

3.2 Regarding the alleged recovery of ₹7,840/- and other service-related issues concerning leave entries, maintenance of the teacher's diary, service-book records, and issuance of Form-16, the Respondent submitted that all processing had been carried out in accordance with the relevant records and rules. The Court observed that specific financial and administrative claims must first be formally brought to the notice of the competent authority through an appropriate representation to enable rule-based examination and disposal.

3.3 The Court accordingly advised the Complainant to submit formal representations to the concerned authority for any unresolved service or financial claims to obtain a written decision. The Respondent was recommended to submit a consolidated, chronological response along with all relevant supporting records within 15 days from the date of the proceedings.

4. Respondent's Further Submission

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4.1 The Respondent, Kendriya Vidyalaya Sangathan (Regional Office, Gurugram), vide email dated 18.08.2026, submitted its point-wise comments and administrative clarification regarding the complaint of Shri Vishal Choudhary registered under Diary No. DNO/26/CCPD/6373 dated 13.08.2026. The Respondent submitted that upon receiving the Court's notice, a comprehensive examination of the institutional records, service book, attendance logs, and administrative proceedings of the concerned Vidyalaya was undertaken. It was submitted that all relevant documentation, including the teacher's daily diary entries, detailed leave and attendance particulars (with specific reference to the contested absence and regularisation periods from 17.07.2024 to 31.07.2024 and 28.08.2024 to 29.08.2024), Form-16 records for the Assessment/Financial Year 2023-24, and official diary/dispatch registers, has been placed on record to demonstrate that the school authorities acted strictly in accordance with standardized institutional guidelines, administrative rules, and established service codes.

4.2 The Respondent further submitted that the administrative measures and routine office procedures enforced by the administration were non-discriminatory, non-punitive, and carried out purely in the interest of organizational discipline and pedagogical management. It was affirmed that the establishment has consistently maintained full respect for statutory welfare frameworks, ensuring reasonable accommodation and a supportive workplace environment for all employees in adherence to the letter and spirit of the Rights of Persons with Disabilities Act, 2016. The Respondent contended that the grievances raised by the Complainant stem from administrative regularisation of service conditions and procedural compliance rather than any targeted bias, deprivation of statutory rights, or systemic discrimination, and therefore prayed for the dismissal of the complaint on the grounds of administrative due diligence and factual compliance.

5. Observation and Recommendation

5.1 The Court observes that, although the Complainant initially sought technical resignation vide application dated 27.07.2024, he subsequently requested vide applications dated 21.08.2024 and 23.08.2024 that the same be treated as withdrawn and that his simple resignation be accepted. The Respondent thereafter accepted the simple resignation on 28.08.2024. In view of the sequence of applications placed on record, no further intervention is considered warranted in respect of the treatment of the resignation.

5.2 With regard to the alleged recovery of ₹7,840/-, leave and attendance entries, service-book records, teacher's diary and issuance of Form-16, the Court notes that the Respondent has furnished point-wise clarification and stated that the relevant records have been placed on record. The Complainant may submit

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specific representations before the competent authority in respect of any claim that remains unresolved, and the Respondent shall examine the same in accordance with the applicable rules and communicate a reasoned decision.

5.3 As regards the grievances concerning reasonable accommodation and disability-related treatment, the Respondent has stated that its administrative practices are non-discriminatory and that reasonable accommodation is provided in accordance with the applicable statutory framework. The Court observes that any allegation of denial of reasonable accommodation or discriminatory treatment must be examined with reference to the specific circumstances and supporting material. The Respondent is advised to ensure continued compliance with the provisions of the Rights of Persons with Disabilities Act, 2016, particularly those relating to equality, non-discrimination and reasonable accommodation.

5.4 In view of the Respondent's further submissions and the documents placed on record, and subject to the above observations, the Court finds no sufficient ground for further intervention at this stage. The Respondent is advised to ensure proper maintenance of the Complainant's service records and expeditious disposal of any pending representations.

6. Accordingly, the case is disposed of.

Yours faithfully,

**(S. Govindaraj)
Commissioner**

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