



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/6059

Dated: 03/09/2026

In the matter of—

HARISH CHANDRA

(Complainant)

Versus

The Chairman

State Bank of India

Hearing : A preliminary hearing was conducted on 27.04.2026. The following parties/representatives were present during the hearing:

Sl.No.	Name of the parties/Representatives	For Complainant/ Respondent	Mode of Attendance
1.	Shri Harish Chandra	Complainant	Online
2.	DGM IT HR GITC Belapur, SBI	For Respondent	Online

1. Background of the Case

The complainant, Shri Harish Chandra, submitted that he was selected for appointment as Deputy Manager in the State Bank of India under the PwD category. He stated that during the pre-employment medical examination conducted by the Bank, a kidney stone condition was detected, due to which he was unable to join within the stipulated period. He submitted that the Bank had granted him an extension; however, owing to uncertainty regarding his recovery at that time, he could not join within the extended period, following which his candidature was treated as withdrawn as per the applicable policy. He further submitted that he has since fully recovered and is medically fit to join duties and that he had furnished his medical reports to the Bank and requested reconsideration of his candidature on genuine medical grounds. He alleged that the

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delay in joining was attributable to the medical condition detected during the Bank's own medical examination and that, despite belonging to the PwD category, his request was not reconsidered. He also submitted that he did not receive any formal physical communication regarding withdrawal of his candidature and became aware of the same through email communication.

2. Hearing

The matter was taken up for hearing as an admissibility matter. The respondent submitted that the post of Deputy Manager (Systems) was advertised in September 2024 and the result of the recruitment process was declared in April 2025. It was stated that the complainant was issued communication on 28.05.2025 to undergo the pre-employment medical examination by 06.06.2025.

The respondent further submitted that, at the complainant's request, extensions were granted on more than one occasion. Initially, he was permitted to join up to 31.10.2025 and, subsequently, considering his medical condition, a further extension was granted up to 01.12.2025. The respondent stated that the complainant was repeatedly informed that failure to join within the extended period would result in cancellation of his candidature. It was further submitted that the complainant did not furnish any definite timeline regarding his recovery or the date on which he would be able to join. The respondent also clarified that recruitment-related communications were made through email in accordance with the prescribed recruitment procedure and that the candidates were duly informed accordingly.

During the hearing, the complainant was specifically asked to establish as to how the action of the respondent amounted to discrimination on the ground of disability. The complainant submitted that the extension granted to him was insufficient in view of the time required for his recovery. However, he acknowledged that he had not specified any definite date for his recovery or joining.

3. Observation

The Court observed that the complainant was granted more than one opportunity to join the post and was ultimately permitted to join by 01.12.2025. However, he did not join within the extended period and did not provide any definite timeline regarding his joining. The Court further observed that the mere fact that the complainant was unable to join on account of his medical condition, by itself, does not establish that the subsequent cancellation of his candidature amounted to discrimination on the ground of disability. The respondent had granted repeated extensions and had provided reasonable opportunities to the complainant to join.

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As regards the contention regarding physical communication of the withdrawal of candidature, the respondent has clarified that recruitment-related communications were made through email in accordance with the prescribed procedure. In view of the foregoing, the Court finds that no prima facie case of discrimination on the ground of disability is made out against the respondent. Accordingly, the complaint is dismissed. The matter is disposed of accordingly.

Yours faithfully,

**(S. Govindaraj)
Commissioner**

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