



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/6070

Dated: 03/09/2026

Case No: DNO/26/CCPD/6070

In the matter of:

Complainant

Shri Nilendra Moni Dutta

Versus

Respondent(s)

The Registrar, Indian Institute of Technology (IIT) Kanpur

1. Gist of the Complaint

1.1 The complainant, Mr. Nilendra Moni Dutta, a person with benchmark permanent locomotor disability, filed a complaint dated 30.03.2026 alleging procedural irregularities and discrimination during the recruitment process for the post of Deputy Registrar (Advt. No. 1/2023) at Indian Institute of Technology (IIT) Kanpur. The complainant stated that despite possessing over 9 years of relevant experience in Personnel & Administration and clearing the written test, he was arbitrarily interrupted and stopped midway during his presentation on the pre-approved topic "Incentives for motivation in a Government Organization." He contended that he was disqualified and denied entry to the interview stage under the pretext that IIT Kanpur is a non-profit educational institution where incentives do not apply. Invoking Section 34 of the Rights of Persons with Disabilities (RPwD) Act, 2016, the complainant sought the setting aside of the non-shortlisting communication dated 24.03.2026 and an opportunity to be considered for the reserved position.

2. Hearing Details

2.1. A hearing was conducted on 08.04.2026 in hybrid mode, wherein the following parties/representatives were present:

Sl. No.	Name of the Parties / Representatives	On Behalf of
1.	Shri Nilendra Moni Dutta	Complainant

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2.	Ms. Naga Jyothi P., Assistant Registrar	Respondent
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3. Record of Proceedings

3.1 During the proceedings, the Counsel for the Respondent (IIT Kanpur) submitted that total 5 positions were advertised for the post of Deputy Registrar (Advt. No. 1/2023), including 1 position reserved for Candidates with Locomotor Disabilities. The Respondent stated that to evaluate candidates for Level 12 higher management roles, benchmark cut-off criteria were established, with a relaxed cut-off set at 35 marks for PwD candidates compared to 50 marks for Unreserved and 45/40 marks for other reserved categories. The Respondent highlighted that the Complainant secured a total of 33 marks, falling short of the prescribed 35-mark relaxed benchmark, and was consequently not shortlisted for the interview stage. The Respondent further pointed out that another eligible PwD candidate secured 40 marks (21 marks in written test and 19 marks in presentation), successfully met the qualifying threshold, and was selected on merit, maintaining that candidate performance was evaluated strictly on technical relevance and merit without any discrimination based on disability.

3.2 The representative for the Respondent, Ms. Naga Jyothi P., Assistant Registrar, IIT Kanpur, clarified that active questioning or interruption during candidate presentations forms part of standard evaluation procedures to test analytical capabilities for senior administrative roles. The Respondent maintained that the selection committee acted strictly within the prescribed procedural framework for Level 12 recruitment and that no bias or unfair treatment was meted out to the Complainant. The Court evaluated these submissions and observed that Respondent No. 1 (IIT Kanpur) duly provided statutory reservation under Section 34 of the Rights of Persons with Disabilities (RPwD) Act, 2016, applied relaxed qualifying standards, and filled the reserved vacancy with a qualified PwD candidate; accordingly, the Court found no procedural violation or disability-based discrimination, holding that no interference is warranted in the matter.

4. Respondent's reply to the Notice of Hearing

4.1 The Respondent reply, submitted that total 5 positions were advertised (2 Unreserved, 3 Reserved, including 1 reserved for Candidates with Locomotor Disabilities. To evaluate candidates for Level 12 higher management posts, benchmark cut-off criteria were established. The relaxed cut-off mark for PwD

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candidates was set at 35 marks (compared to 50 marks for UR and 45/40 for other reserved categories). The complainant secured a total of 33 marks (falling short of the 35-mark benchmark) and was consequently not shortlisted for the interview stage. Another eligible PwD candidate secured 40 marks (21 in written test + 19 in presentation), met the benchmark, and was selected. The Respondent maintained that candidate performance was evaluated strictly on merit and technical relevance without any discrimination based on disability.

5. Observation and Recommendation

5.1 The Court observes that Respondent has provided statutory reservation under Section 34 of the Rights of Persons with Disabilities (RPwD) Act, 2016 for the post of Deputy Registrar and applied a relaxed benchmark cut-off (35 marks) specifically for PwD applicants. The Complainant obtained 33 marks and fell short of the prescribed qualifying threshold, whereas another eligible PwD candidate secured 40 marks and was recommended for appointment on merit.

5.2 The Court notes that active questioning or interruption during a candidate's presentation forms part of standard evaluation procedures to test analytical capability for Level 12 administrative roles and does not demonstrate bias or discrimination on grounds of disability.

5.3 In view of the submission of records confirming that recruitment was conducted strictly as per prescribed legal norms and merit thresholds without any disability-based discrimination, the Court holds that no interference is warranted in the selection process.

6. Accordingly, the case is disposed of.

Yours faithfully,

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**(S. Govindaraj)
Commissioner**

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