



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/6439

Dated: 26/09/2026

Case No: DNO/26/CCPD/6439

In the Matter of

Complainant

Ms. Shrutha Pandit (represented by Shri Arun Pandit)

Versus

Respondent(s)

1. The Director, Indian Institute of Science (Bangalore)
2. The Director, All India Institute of Speech and Hearing, Mysore

1. Background of the Case

1.1 The Complainant, Shri Arun Pandit, submitted the complaint, dated 16.07.2026, on behalf of Ms. Shrutha Pandit, a 26-year-old Person with Benchmark Disability (70% hearing impairment due to bilateral sensorineural hearing loss). He stated that she applied for the post of Administrative Assistant at the Indian Institute of Science (IISc), Bengaluru, under the PwBD quota. The Complainant submitted that the recruitment notification required candidates to submit a disability certificate in the prescribed format. However, the All India Institute of Speech and Hearing (AIISH), Mysuru, refused to issue the certificate in that format, stating that only the UDID card and the disability certificate issued along with it were valid. He further stated that IISc, through an email dated 03.06.2026, permitted the candidate to apply using the UDID card and the available disability certificate. The Complainant further submitted that two days before the examination, IISc informed the candidate that the certificate would be mandatory for availing examination accommodations such as extra time. Since AIISH had already refused to issue the certificate, she was unable to obtain it before the examination. Although she was allowed to appear for the examination

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with her hearing aids, she was denied the additional 30 minutes of compensatory time on the ground that she did not possess the certificate. As a result, she could not attempt all the questions or revise her answers, which adversely affected her performance.

1.2 The Complainant submitted that a representation seeking grace marks or a re-examination was rejected by IISc. He has requested the Court to intervene and grant appropriate relief, including reconsideration of her case, as the denial of examination accommodation was allegedly due to contradictory actions of the respondents and not due to any fault on the part of the candidate.

2. Hearing

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 Arun Pandit	Complainant
2.	Advocate Kashif	Respondent 1
3.	Prof. M. Pushpavathi, Director	Respondent 2
4.	Dr. S Ramkumar, Chief Administrative Officer	Respondent 2
5.	Dr. Prashanth R, Medical Social Service Officer	Respondent 2

3. Record of Proceedings

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3.1 During the proceedings, the Respondent No. 1 submitted that the recruitment advertisement dated 29.05.2026 for the post of Administrative Assistant provided for reservation for Persons with Benchmark Disabilities and specifically required candidates seeking the benefit under the PwBD category to submit a disability/medical certificate in the prescribed format issued by the competent medical authority in accordance with Government of India norms. The Respondent submitted that two posts had been reserved for PwBD candidates and that detailed guidelines regarding provision of scribe and compensatory time had also been issued and uploaded on the website along with the recruitment advertisement.

3.2 The Respondent No. 1 further submitted that, as per the applicable examination guidelines, compensatory time of 20 minutes per hour was available to candidates eligible for the facility of scribe, including eligible candidates who did not avail the facility of a scribe. It was submitted that candidates seeking such accommodation were required to produce the relevant supporting documents establishing their eligibility. The Respondent stated that the admit card issued to the Complainant also specifically instructed PwBD candidates to carry the requisite medical certificates/documents as prescribed under the examination guidelines. Accordingly, it was contended that the requirement was communicated to the Complainant sufficiently in advance and was not introduced immediately before the examination.

3.3 The Respondent No. 2, AISH, Mysuru, submitted that the Institute had not refused to assist the Complainant and had informed her that the UDID card and disability certificate already issued by the Institute could be utilised for the relevant purpose. It was further submitted that the Complainant had been advised to communicate the said documents to Respondent No. 1 so that the necessary facilities could be considered by the recruiting authority. The Respondent No. 2 stated that the Institute had also made efforts to sensitise and orient the Complainant regarding the rights and facilities available to persons with disabilities.

3.4 The Court observed that the issue in the present matter essentially arose from a distinction between the disability certificate/UDID documentation establishing the Complainant's disability status and the separate medical/recommendatory certificate required for availing compensatory time in the examination. The Court observed that the Complainant had not produced such separate medical recommendation certifying the relevant functional difficulty at the time of the examination. The Court further observed that the said recommendation was required to be issued by the competent/specialised medical authority and could not be presumed to follow merely from the existence of a valid UDID card or disability certificate.

3.5 The Court further observed that the grant of compensatory time is governed by the applicable examination guidelines and the conditions prescribed therein. In the present case, Respondent No. 1 had

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specified the requirement of supporting medical documentation for availing such facility. As the requisite medical recommendation was not available with the Complainant at the time of the examination, compensatory time could not be provided in accordance with the prescribed requirements. Accordingly, the Court found that the denial of compensatory time could not, in the circumstances of the case, be attributed to any arbitrary action or deliberate denial of accommodation by the Respondents.

3.6 In view of the above, the Court observed that the request for grant of grace marks, re-examination or reconsideration of the Complainant's examination result on account of non-grant of compensatory time was not sustainable. However, the Complainant was advised that, in future examinations, if she requires compensatory time or any similar examination accommodation on account of difficulty in writing, she should obtain the requisite medical/recommendatory certificate from the competent medical authority sufficiently in advance and submit the same in accordance with the applicable examination guidelines. Consequently, the Court determined that no further intervention was necessary in the matter at this stage.

4. Accordingly, the case is disposed of.

Yours faithfully,

**(S. Govindaraj)
Commissioner**

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