Diary No. DNO/26/CCPD/6544 **Dated:** 08/10/2026

In the matter of:

Mr. Rohan Tiwari

(Complainant)

Vs.

The Registrar
Banaras Hindu University
(Respondent)

1. Background of the Case

1.1 The Complainant, Mr. Rohan Tiwari, a student with 100% hearing impairment studying at Banaras Hindu University (BHU), submitted a written request to the University in December 2024 seeking appointment of Indian Sign Language (ISL) Interpreters to ensure accessibility in his academic classes.

1.2 The Complainant submitted that despite repeated requests, no ISL Interpreter has been appointed till date, which he stated is not in compliance with Sections 3, 16 and 17 of the Rights of Persons with Disabilities Act, 2016, and has deprived him of equal access to education.

1.3 The Complainant further submitted that BHU issued Job Advertisement No. Contractual 01/2025-26 dated 12.07.2025 for two posts of ISL Interpreters; however, the recruitment process remained incomplete for nearly a year.

2. Notice of Admissibility

2.1 A notice dated 24.08.2026 under Sections 75 and 77 of the RPwD Act, 2016, was issued to the Respondent for a hearing on 03.09.2026 to determine the admissibility of the case and find out if this can be resolved without further quasi-judicial intervention of this Court.

3. Respondent's Submission

3.1 The Respondent vide Letter No. Disability Cell/ Case Diary No. DNO/26/6544/2026/1272 dated 02.09.2026 submitted that a request for sanction of the post of Sign Language Interpreter on a permanent

basis had earlier been made to the University Grants Commission (UGC), including reminders, in connection with an earlier case (Shri Shameer Rishad Vs. Banaras Hindu University); however, the post has not yet been sanctioned by UGC.

3.2 The Respondent submitted that two ISL Interpreters had earlier been engaged on a contractual basis pursuant to orders of the Vice-Chancellor, but both engaged interpreters subsequently left the assignment.

3.3 The Respondent submitted that, based on the recommendation of the Standing Committee constituted for the welfare of students with disabilities, a request was made to re-engage two ISL Interpreters on a contractual basis.

3.4 The Respondent submitted that the University accordingly re-advertised the two posts of ISL Interpreter vide Advertisement No. Contractual 01/2025-26 dated 12.07.2025; however, only one application was received, and the applicant was not found to meet the prescribed eligibility criteria. The Respondent submitted that the posts would be re-advertised.

4. Hearing

4.1 A preliminary hearing was conducted on 03.09.2026. The following parties/representatives were present during the hearing:

Sl.No.	Name of the parties/Representatives	For Complainant/Respondent	Mode of Attendance
1.	Mr. Rohan Tiwari	Complainant	Online
2.	Dr. Sanjay Kumar, Joint Registrar, Disability Cell & Prof Ranjan Kumar Singh, Dean of Students, BHU	Respondent	Online

5. Record of Proceedings

5.1 During the hearing, the Respondent reiterated that only one application had been received against the advertisement issued for ISL Interpreters, and submitted that the University's Recruitment Cell would re-advertise the posts and complete the recruitment process within a few months.

5.2 The Court observed that “a few months” would be too long a timeframe, as the Complainant would

continue to lose academic hours in the absence of proper accommodation.

5.3 The Respondent submitted that, pending completion of the recruitment process, the University was also exploring alternative arrangements, such as engaging an ISL Interpreter on a daily or per-class basis, till a regular interpreter is appointed.

5.4 The Court advised the Respondent to also approach specialised national institutions, such as the Indian Sign Language Research and Training Centre (ISLRTC) and the Ali Yavar Jung National Institute of Speech and Hearing Disabilities (AYJNISHD), Mumbai, and to refer to the ISL Interpreter Directory, for suitable references, and to engage an interpreter on a contractual or daily basis in the interim, till a permanent appointment is made.

5.5 The Court emphasised that the Complainant, being a student with hearing impairment, should not be deprived of the mandated facility.

6. Observations & Recommendations

6.1 The Court notes that despite the Complainant's request dating back to December 2024 and a job advertisement issued in July 2025, ISL Interpreters remain unappointed at BHU, resulting in continued denial of a reasonable accommodation to which the Complainant is entitled under the RPwD Act, 2016.

6.2 The Respondent is recommended to complete the engagement of ISL Interpreters, whether through the pending recruitment process, contractual engagement, or engagement on a per-class/daily basis through referrals from institutions such as ISLRTC/AYJNISHD or the ISL Interpreter Directory, within 60 days from the issuance of this Order, and to ensure that the Complainant is not deprived of the facility of ISL interpretation in the interim.

6.3 The Respondent is recommended to submit an Action Taken Report confirming compliance and fulfilment of the mandated facility to the Complainant, within 60 days from the issuance of this Order.

6.4 With the above recommendations, the case is disposed of.

Yours faithfully,

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/6544 **Dated:** 08/10/2026

(S. Govindaraj)
Commissioner

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