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

Case No. CCPD/16667/1012/26 **Dated:** 05/10/2026

Notice u/s 75 & 77 of the Rights of Persons with Disabilities Act, 2016

Case No: CCPD/16667/1012/2026

To,

The Chief Personnel Officer,

South Eastern Railway
Email ID: cpo@railnet.gov.in

Sub: Notice to file comments in the complaint dated 27-07-2026 of Ms. Gita D., a person with 60% Autism Spectrum Disorder regarding provision of ACT Apprenticeship training opportunity without ITI qualification in Fitter Trade

Madam /Sir,

I am directed to enclose a copy of documents related to the complaint dated **27-07-2026** of **Ms. Gita D.**, a person with **60% Autism Spectrum Disorder** on the above-mentioned subject, which is self- explanatory.

2. And whereas, a preliminary was conducted on 10.09.2026 in Diary No. DNO/26/CCPD/6578 wherein the following parties/representatives were present:

Sl. No.	Name of the Parties / Representatives	On Behalf of
1.	Ms. D. Gita Kumari	Complainant
2.	Sri. S. Sriniwas, Chairman, RRC, SER	Respondent

2.1 And whereas, the Complainant, Ms. D. Gita Kumari, submitted that persons with mild autism, particularly young women with disabilities, may be provided an opportunity to undergo apprenticeship training as freshers without ITI qualification in the Fitter trade at Kharagpur Workshop. She requested that the forthcoming apprenticeship notification, expected in October–November 2026, provide for inclusion of

such candidates, in line with the practice stated to be followed by Chittaranjan Locomotive Works and other Railway divisions/workshops/zones. The Respondents submitted that engagement of non-ITI candidates would require approval/inspection by the Regional Directorate of Apprenticeship Training (RDAT) and that they were already in contact with the concerned authority. They further submitted that, upon obtaining the requisite approval, a separate notification for non-ITI candidates could be issued. The Hon'ble Commissioner took note of the Respondents' positive indication and directed that the process be expedited so that the approval process does not result in delay or deprivation of persons with disabilities from accessing apprenticeship opportunities.

2.2 And whereas, the Hon'ble Commissioner further observed that the Respondents may examine, in consultation with the competent/higher authorities, whether suitable categories of work or functions within the concerned workshops/manufacturing units could be identified where persons with disabilities, including non-ITI candidates, may be engaged, particularly in work which does not require the same level of technical qualification. The Respondents were advised to consider, as a policy matter, identifying and preserving suitable work opportunities for persons with disabilities within such units rather than excluding them solely on the ground of non-ITI qualification. The Hon'ble Commissioner directed the Respondents to include their position and the steps initiated in this regard in their written submission. The Hon'ble Commissioner, upon consideration of the submissions of the Complainant, directed that notice be issued to the Respondents to submit their response/representation on the grievance within fifteen (15) days and to furnish a copy thereof to the Complainant.

3. Whereas Section 3 of the Rights of Persons with Disabilities Act, 2016 hereinafter referred to as "the Act" provides as under:

> *"3. (1) The appropriate Government shall ensure that the persons with disabilities enjoy the right to equality, life with dignity and respect for his or her integrity equally with others.*
> *(2) The appropriate Government shall take steps to utilise the capacity of persons with disabilities by providing appropriate environment.*
> *(3) No person with disability shall be discriminated on the ground of disability, unless it is shown that the impugned act or omission is a proportionate means of achieving a legitimate aim.*
> *(4) No person shall be deprived of his or her personal liberty only on the ground of disability.*
> *(5) The appropriate Government shall take necessary steps to ensure reasonable accommodation for persons with disabilities."*

4. And whereas Section 21 of the Act, mandates that every establishment shall notify Equal Opportunity Policy and shall register a copy of the same with the Chief Commissioner.

5. And whereas Section 23 of the Act makes it mandatory for every government establishment to appoint a Grievance Redressal Officer and to inform the Chief Commissioner about such appointment.

6. And whereas Section 75(1) (a) and (b) of the Act mandates the Chief Commissioner for Persons with Disabilities to identify, suo motu or otherwise, the provisions of any law or policy, programme and

procedures, which are inconsistent with this Act and recommend necessary corrective steps and to look into complaints inter-alia, concerning matters relating to deprivation of rights of persons with disabilities either on his own motion or on the application of any aggrieved person or otherwise.

7. And therefore, you are hereby advised to forward your comments on the Complaint on an **affidavit** signed by an officer of an appropriate seniority not below the level of Group 'A' officer and to produce all the requisite documents upon which you base your Comments or Claim and where you rely on any other document as evidence in support of your comments or claim, you shall enter such documents in a list to be annexed to the Comments on Complaint along with action taken in compliance with statutory provisions as mentioned at paras 3 & 4 above, to this Court within **15 days** from the date of issue of this communication, failing which, the Complaint may be may be disposed of ex-parte. **While responding to this notice due care may be taken of relevant provisions of the Act, other statutory provisions, and government instructions such as the ones mentioned above and including but not limited to sections 33 and 34 of the Act; DoPT OM No. 36035/02/2017-Estt (Res) dated 15.01.2018; and Gazette Notification No.38-16/2020-DD-II dated 04.01.2021 issued by DEPWD/MSJE.**

8. A copy of your reply should also be served to the Complainant **via email and by post and the proof of service be submitted to this Court along with your Reply**. You may also provide additional inputs, relevant to the case, if desired. However, it is to be informed that in case any statutory provision, any judgment of a High Court or the Supreme Court, rules formulated under any statute, Office Memorandum, or bye-law is relied upon, you shall attach a copy of the same along with your comments on the Complaint. The Complainant may file his rejoinder, if any, to this Court within 15 days with a copy to the Respondent(s).

Yours faithfully,



(VIKAS TRIVEDI)
Dy. Chief Commissioner

Copy to:

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

Case No. CCPD/16667/1012/26 **Dated:** 05/10/2026

1) **D Gita Kumari**
Qtr no 7F4 unit 1 near tourist Lodge Shankar Mandir Old Settlement .Ward no: 22 .PO+PS: kharagpur (Town), Pin:721301,Dist:Paschim Medinipur. West Bengal. Kharagpur
MEDINIPUR WEST, WEST BENGAL, 721301
dgitakgp1986@gmail.com
9907899094

Enc. Copies:

1) Disability Certificate
2) Case Document - 1