Diary No. DNO/26/CCPD/6369 **Dated:** 08/10/2026

IN THE MATTER OF

Shri Manoj Kumar,
Complainant

Versus

The Chief General Manager
UCO Bank
Respondent

1. Background of the Case

1.1 The Complainant, a person with 30% mental disability (Recurrent Depressive Disorder), stated that he has been serving UCO Bank (the Respondent) since 20.10.2008 and acquired the disability during service. He submitted that, despite his repeated representations seeking a posting near his family as reasonable accommodation under the Rights of Persons with Disabilities Act, 2016, the Respondent failed to consider his disability-related needs; that his requests for Premature Retirement and Extraordinary Leave were rejected; and that, after he expressed willingness to continue in service, the Respondent itself advised him to apply for a General Request Transfer.

1.2 The Complainant stated that, although he acted on this advice, his transfer request was rejected without any individualized assessment or consideration of reasonable accommodation. He submitted that the Respondent thereafter issued a transfer order and accepted his joining at the transferred branch, but later took a contradictory stand that his unauthorized absence amounted to discontinuation of service and, therefore, his transfer request could not be considered. He further stated that, due to the deterioration of his mental health after joining the transferred branch, he could not continue and again requested either retirement with admissible benefits or a posting near his native village.

1.3 The Complainant alleged that, despite his documented mental disability and repeated representations, the Respondent failed to provide reasonable accommodation in accordance with the RPwD Act, 2016, causing severe financial hardship to his family and discrimination on the ground of disability.

2. Notice of Admissibility

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2.1 A notice dated 15.09.2026 under Sections 75 and 77 of the RPwD Act, 2016, was issued to the Respondent for a hearing on 17.09.2026 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 email dated 16.09.2026, informed this Court that it had received the notice on 15.09.2026, that the Complainant has been transferred to his native place and joined his new place of posting on 11.08.2026, and that, as per the Complainant's own email, his issue regarding the posting has been addressed by the Respondent. The Respondent requested that the complaint be closed.

4. Complainant's Communication

4.1 The Complainant, vide email dated 16.09.2026, informed this Court that the Respondent has granted him a posting at Lambagaon Branch, Dharamshala Zone, which is near his native place, that he has joined and is presently discharging his duties there, and that he is thankful to the Respondent for the posting. He informed the Court that the issue regarding his posting near his native place has been addressed.

5. Hearing

5.1 A preliminary hearing was conducted on 17.09.2026. The following parties/representatives were present during the hearing:

Sl.No.	Name of the parties/Representatives	For Complainant/Respondent	Mode of Attendance
1.	Shri Manoj Kumar	Complainant	Online
No representative appeared on behalf of the Respondent during the hearing			

6. Record of Proceedings

6.1 During the hearing, the Complainant raised certain other grievances, but acknowledged that his primary grievance regarding a posting near his native place has been redressed, and stated that he is satisfied.

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7. Observations & Recommendations

7.1 This Court notes, from the communications of both parties and the Complainant's submission during the hearing, that the Complainant's primary grievance stands redressed, as he has been posted at Lambagaon Branch near his native place and has joined there. In view of the posting now granted near his native place, this Court determines that no further intervention is necessary in the matter. The case is accordingly disposed of.

Yours faithfully,

(S. Govindaraj)
Commissioner