



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/15155/1024/24

Dated: 20/06/2025

Shri Ranjeet Singh Bharti

...Complainant

The Managing Director And CEO
Baroda

...Respondent Bank of

HRM Department Baroda Bhawan, Alka Puri, Ahmadabad,
Gujarat-390007

Email ID: gm.hrm.ho@bankofbaroda.com;
resvcell.ho@bankofbaroda.com

The case was heard via Video Conferencing by the Commissioner for Persons with Disabilities on 03/06/2025. The following persons were present during the hearing:

Persons present from the complainant's side:

1. Mr. Ranjeet Singh Bharti
2. Ms. Jyoti W/o Mr. Ranjeet Singh Bharti

Persons present from the respondent's side:

1. Dr. Dinesh Kumar, DGM HRM, Bank of Baroda

RECORD OF PROCEEDINGS

1. At the outset, the Complainant submitted that his transfer from Vinoba Nagar, Kanpur, to

5वीं मंजिल, एनआईएसडी भवन, प्लॉट नं०. जी-2, सेक्टर-10, द्वारका, नई दिल्ली-110075; दूरभाष: 011-20892364, 20892275
5th Floor, NISD Building, Plot No.G-2, Sector-10, Dwaraka, New Delhi-110075;Tele# 011-20892364,
20892275

E-mail: ccpd@nic.in; Website: www.ccdisabilities.nic.in

(पया भविष्य मे पत्राचार के लिए उपरोक्त फाईल/केस संख्या अवश्य लिखे)

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Kidwai Nagar Chauraha Branch, Kanpur, violated the Government guidelines. He requested to be retained at the Vinoba Nagar Branch. He further stated that his current seating arrangement at the exit gate of the Kidwai Nagar Chauraha Branch is inappropriate and undignified.

2. The Respondent informed the Court that the Complainant was transferred to his hometown, Kanpur, on 12.01.2007 and was initially posted at Kidwai Nagar Branch, which is close to his residence. Subsequently, on 03.09.2012, he was posted at Bakarganj Branch and then served at Vinoba Nagar Branch from 23.04.2014 to 05.01.2024. Considering the proximity to his residence, the Complainant was transferred to Kidwai Nagar Chauraha Branch, a location comparable in distance to the previous branch and much closer to his residence. The Respondent emphasized that the Complainant has been accommodated within the same zone i.e., Kanpur.
3. The Respondent further stated that if the Complainant wishes to be transferred to another branch, he may submit a transfer request listing 4-5 preferred branches, and efforts would be made to accommodate his preferences. However, a transfer back to Vinoba Nagar Branch was not possible as there are no vacancies there. Regarding the seating issue, the Respondent assured the Court that the matter would be looked into and an appropriate arrangement would be made.
4. After hearing both parties, the Court observed that the understanding of the Complainant, that a transfer to a distant place or against the wishes of the employee with disabilities is a violation of the law and instructions, is not correct. The law is very clear. The employer has to make reasonable accommodation for employees with disabilities in matters of transfer and posting and give them preference in posting, keep them to the extent practicable, near their native place, and exempt them from routine transfers. However, in case of administrative exigencies, transfer of an employee with disabilities away from their native place is not impermissible.
5. The Court desired the Respondent to provide an accessible and dignified seating arrangement to the Complainant within 15 days. The Respondent was also directed to submit an action taken report within 15 days from the date of receipt of this record of proceedings detailing

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publication and registration of their Equal Opportunity Policy, the appointment of a Grievance Redressal Officer (GRO), Leave policies, particularly those concerning medical leave, and any specific provisions for persons with disabilities working in the Bank.

6. The Complainant may file a rejoinder, if any, within a further period of 15 days.
7. No further hearing will be required in this case, and the case shall be disposed of based on the written submissions from both parties.
8. This is issued with the approval of the Commissioner for Persons with Disabilities.

Yours faithfully,

(Praveen Prakash Ambashta)
Dy. Chief Commissioner

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