Case No. CCPD/15518/1013/24 **Dated:** 01/10/2026

In the matter of:

Complainant(s):

Mr. Sandeep Singh

versus

Respondent (s):

(1) The Director,

Indian Institute of Management,

Kozhikode IIMK Campus P. O, Kozhikode, Kerala,

RECORD OF PROCEEDINGS CUM NOTICE OF HEARING

1. Hearing: A hearing in the hybrid mode was conducted on 20.07.2026 and the following parties were present:

S. No.	Name and designation of the Attendees	On behalf of	Mode of Attendance
1.	Mr. Sandeep Singh	Complainant	Online
2.	Advocate Jai Mohan	Respondent	Online
3.	**Mr. Chandrajit:** Senior Officer / Representative, CARE Office, IIM Kozhikode **Mr. Ravindra:** Manager, C-CARE Office, IIM Kozhikode	Respondent	Online

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1.2 During the hearing, the Complainant, Sandeep Singh alleged that he faced discrimination, intimidation, and mental harassment by members of the placement committee, the placement Chairperson, the Director, and Board members while seeking job opportunities. The Complainant claimed his grievances regarding irregularities in the placement process were ignored, that he was threatened with legal action, and that these actions adversely impacted his employment prospects and well-being. Further, he sought an independent investigation, accountability for the officials involved, financial compensation for losses, systemic anti-discrimination measures, and assistance in securing appropriate employment, along with a reimbursement of college mess and hostel fees.

1.3 Represented by Adv. Jai Mohan and Institutional officers, IIM Kozhikode argued that the placement process is primarily student-run and that the institute acts strictly as a facilitator without influencing company selection decisions. They highlighted that during the 2022–2024 batch, equal opportunities were provided to all 17 PwD benchmark students, noting that the Complainant was permitted to apply to 86 companies and received shortlists for 56 of them, though he ultimately remained unplaced. The Respondent further pointed out that the Institute provided financial assistance worth ₹12 lakhs to the Complainant, maintained on-campus psychological counseling support, held exclusive support sessions for PwD students, and conducted an internal inquiry that found no evidence of discrimination or misrepresentation by the Institution.

1.4 The Court emphasized that even though recruitment is conducted by third-party companies, the Institute bears the ultimate responsibility to investigate and address any alleged mistreatment or harassment experienced by its own students. Expressing concern over the lack of a clear, itemized resolution for two years, the Court advised IIM Kozhikode to consolidate all internal inquiry reports, details of actions taken regarding the candidate's applications, and institutional communications into a comprehensive Action Taken Report (ATR) and submit it to the Court within seven days for further evaluation. **The next date of hearing is 21st October 2026.** The web link for the hearing will be shared 24-48 hours before the scheduled date of hearing.

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

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(Ipsita Mitra)
Dy. Chief Commissioner

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(पया भविष्य मे पंत्राचार के लिए उपरोक्त फाईल/केस संख्या अवश्य लिखे)
(Please quote the above file/case number in future correspondence)