



सत्यमेव जयते
न्यायालय मुख्य आयुक्त दिव्यांगजन

COURT OF THE 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 & Empowerment
भारत सरकार/Government of India
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Case No. 13688/1022/2023

In the Matter of-

Shri G. Kannan

...Complainant

Versus

The Managing Director and the Chief Executive Officer,
Indian Overseas Bank,
Chennai

...Respondent

RECORD OF PROCEEDINGS

1. Hearing (III):

1.1 A hearing was conducted on 07.01.2026 in hybrid mode, wherein the following parties/representatives were present:

Sl. No.	Name of the Parties / Representatives	On Behalf of	Mode
1.	Shri G. Kannan	Complainant	Online
2.	Adv. Roma, Counsel for Complainant	Complainant	Online
3.	Shri Arvind Kumar Sinha, AGM-HR, Indian Overseas Bank	Respondent	Online

2. Proceedings of the hearing:

2.1 The matter was taken up for hearing for the third time. At the outset, the Complainant was asked to apprise the Court of the current status of his grievance.

2.2 The Complainant submitted that he had joined Indian Overseas Bank in 2008 and had been suffering from mental illness since 2011. He stated that, pursuant to

the Bank's transfer policy, he was transferred in 2015 to a place situated approximately 400 kilometres from his native place, where he completed a tenure of about six and a half years. He further submitted that thereafter he had been seeking transfer/posting back to Chennai, citing, inter alia, his mental health condition, the special needs of his child and the illness of his mother.

2.3 The Complainant submitted that, pursuant to the proceedings in the matter, he had undergone medical examination/assessment at the National Institute for Empowerment of Persons with Multiple Disabilities (NIEPMD/NIPMED) during July-August 2025 and that the final psychological assessment report was issued on 12.08.2025.

2.4 The Complainant further submitted that the assessment had certified his mental illness and indicated a disability percentage of approximately 42%. He also referred to the recommendations contained in the assessment report, including psycho-education and guidance, continuation of medication, psychotherapeutic intervention, family support, treatment adherence and provision of a conducive work environment with optimal stress management.

2.5 The representative of the Respondent Bank submitted that, pursuant to the directions of the Court, the Complainant had been referred for medical assessment, which was conducted over five sessions. He further submitted that the Bank had not been provided a copy of the assessment report, as the same had been issued in a sealed cover and forwarded directly to the Court. Consequently, the Respondent Bank stated that it was not aware of the contents of the said report.

2.6 The Court observed that, in the interest of fair hearing and natural justice, the medical assessment/report relied upon in the matter ought to be made available to the Respondent Bank, so as to enable it to examine the same and furnish its considered response. The Court observed that the Respondent could not effectively respond to the grievance without having an opportunity to consider the relevant assessment/report.

2.7 Accordingly, it is recommended that a copy of the relevant medical assessment/report may be shared with the Respondent Bank, enabling it to examine the same and submit its considered response on the Complainant's grievance/request for appropriate posting/transfer.

2.8 It is further recommended that the Respondent Bank may specifically examine the findings and recommendations contained in the medical assessment/report and

indicate the manner in which the same may be accommodated, particularly with regard to the Complainant's work environment and request for appropriate posting/transfer, in accordance with the applicable provisions of the Rights of Persons with Disabilities Act, 2016 and the Rules made thereunder.

2.9 The learned counsel for the Complainant also requested that the matter be taken up at the earliest, submitting that the present hearing was being conducted after a considerable interval. The Court considered the request and decided to list the matter for further hearing.

2.10 The matter is accordingly listed for further hearing on **15.09.2026**. The weblink for joining the hearing shall be shared with the parties 24–48 hours prior to the scheduled hearing.

Digitally signed by
Ipsita Mitra

Date: 02-09-2026
15:24:20

(Ipsita Mitra)

Dy. Chief Commissioner