



मन्यमेव जयते

## न्यायालय मुख्य आयुक्त दिव्यांगजन

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: 13348/1021/2022**

Complainant: Shri Subhash Chandra Vashishth  
Advocate  
E-mail: <subhashcvashishth@gmail.com>

Respondent: 1. The Chairman  
State Bank of India, State Bank Bhawan  
Madam Cama Road, Nariman Point, Mumbai – 400021  
E-mail: <dmd.cdo@sbi.co.in>

2. DMD CDO  
State Bank of India  
E-mail: <dmd.cdo@sbi.co.in>

3. DGM Industrial Relations  
State Bank of India  
E-mail: <dgm.ir@sbi.co.in>

### GIST of the Complaint:

The complainant Shri Subhash Chandra Vashishth, Advocate filed a complaint dated 03.07.2022 on behalf of Visually Impaired Bank Employees Welfare Association (VIBEWA) challenging the impugned promotion policy issued by State Bank of India on 21.01.2022 to the grades of SMGS-IV and SMGs V (2022-23) being discriminatory to persons with visual impairment.

2. He has submitted that VIBEWA is an association of visually impaired people working in the banking, insurance and other financial sectors in India and it is the first association in the country formed exclusively for the empowerment and welfare of visually impaired employees in the banking and other financial sectors. It is represented by Mr. Himanshu Sahu, General Secretary, who has been duly authorized to represent the organization in the present matter through advocate/legal counsel.

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3. He further submitted that the VIBEWA challenges the impugned Promotion Policy issued by the State Bank of India on 21/01/2022 to the grades of SMGS IV and SMGS V 2022-23 bringing in marks for branch experience, mandatory branch manager assignment, credit assignments etc. for persons with vision disabilities thereby discriminating against visually impaired officials on the basis of their disability.

4. He has requested to pass recommendations to the following effects:

- a) Exempting visually impaired officials from the marks assigned to branch experience in promotions to SMGS IV and SMGS V in arriving at final merit list, as a reasonable accommodation.
- b) Exempting visually impaired officials from mandatory assignments in arriving at final merit list for all promotions, similar to exemption from RUSU assignment, as a reasonable accommodation.
- c) To identify roles/ jobs that are performed by visually impaired officials and count the jobs/ work experience of visually impaired officers relating to marketing, recoveries, digital promotions, HR, training, research, monitoring and follow up etc. as equivalent to the current mandatory assignment introduced by the impugned policy with respect to vision impaired employees, as a reasonable accommodation.
- d) In respect of any visually impaired official who is eligible for promotion to SMGS IV and SMGS V in the promotion year 2022- 23, the respondent needs to exclude the mandatory branch manager/credit assignment and reconsider the candidature of such officials for the purpose of arriving at the final merit list. The final merit of such an official be arrived at excluding the marks for branch experience by normalizing their score to 100 by the marks they have scored out of 95.

5. The matter was taken up with the Respondent vide letter dated **13.07.2022** under Section 75 of the RPwD Act, 2016

6. Respondent vide letter dated **02.08.2022** has inter-alia submitted that the Bank is not only sensitive and committed to the cause of empowering the persons with disabilities but is

