

**TRIPURA HUMAN RIGHTS COMMISSION**  
**KUNJABAN : AGARTALA**  
**PIN – 799006**

**Complaint No. 25 of 2025**

**Complainant : Sri Nirmal De(Retd. Teacher)**


**FINAL ORDER**

**Dated : 24.09.2025**

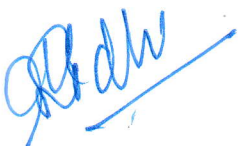
The complainant, Sri Nirmal De, a retired teacher, by way of approaching this Commission has ventilated his grievance against one Sri Biswajit Pal, Inspector of Schools and the District Education Officer for causing unnecessary harassment towards him during the tenure of his service, particularly when he was just on the verge of retirement.

2. The Commission had taken cognizance of the complaint and issued notices to the concerned authorities. The evidence of the complainant and the opposite party, namely, Sri Biswajit Pal have been recorded. The Commission had also heard.

3. Perused the complaint as well as the evidence on record. On being heard and having appreciated the evidence, it is found that the complainant, Sri Nirmal De, is a differently abled person. The Commission had observed that he could not walk properly without proper assistance.



4. In his complaint, the complainant stated that Sri Biswajit Pal, the opposite party, while discharging his duties as Inspector in-charge of the schools had visited the school of the complainant on many occasions, The complainant was discharging his duties and responsibilities as teacher-in-charge of the school. It is complained that during such visits Sri Biswajit Pal used abusing languages towards him and said that he was unfit to be a teacher-in-charge. It is further stated in the complaint that the opposite party, Sri Biswajit Pal, had expressed his serious concern as to why and how the complainant had been conferred with an award for his service as a teacher in the State. Even the complainant was asked to resign from the post of teacher-in-charge as the opposite party detected some defects in maintaining records during his inspections. The complainant further stated that the worst harassment he suffered during his submission of pensionary related documents in the office of Sri Biswajit Pal. It is further stated that on his visit to the office of the Inspectors of Schools, Sri Biswajit Pal, being Inspector was found totally inconsiderate and insensitive to the disability of the complainant. Knowingfullywell that he is a specially abled person, Sri Biswajit Pal, asked him to make photocopies of all the documents from a private shop, which was far away from the office, despite the fact that the office was having a photocopier machine. It is further alleged that it was the duty and liability of the Inspector of Schools to make photocopies of all the documents related to



the granting of pension in favour of the employees, who were/are on the verge of retirement. The complainant requested the Inspector of Schools, i.e., Sri Biswajit Pal, to ensure photocopies of all the documents in the office, but he rejected the request of the complainant. It is stated in the complaint that when the complainant had received pension papers, he visited the office of the Inspector of Schools on 04.03.2025, when he was forced to wait unnecessarily for about one and half hours. But ultimately, the Inspector of Schools asked the complainant to come again tomorrow, i.e. on 05.03.2025. On the said date also, he was asked to wait till 02.00 pm and when he met, Sri Biswajit Pal asked him to pay some money, otherwise, his pension would not be released, at least, for two years. Thereafter, he was unnecessarily harassed and Sri Biswajit Pal delayed in furnishing the pension related documents to the concerned office. These are the sum and substance of the complaint of the complainant.

5. During the course of proceeding, the Commission had examined both the complainant and Sri Biswajit Pal, Inspector of Schools. The complainant during his examination orally reiterated the statement he made in the complaint. Sri Biswajit Pal, the then Inspector of Schools appearing in person was also examined orally. Sri Pal totally denied the allegations made against him in the complaint, *vis a vis*, the evidence let in by the complainant. Sri Pal has deposed before this Commission that





he helped the complainant in receiving the pension on time, more particularly, because he was physically challenged person. The allegation that he harassed the complainant during his visits to the school of the complainant are totally baseless. He has deposed that as Inspector of Schools he had to visit various schools in a routine manner. In that way, he also visited the school where the complainant was posted and working as a teacher-in-charge. He found that there were numerous defects in the records as the important data relating to mid-day meal etc. were not maintained and recorded properly. As an Inspector of Schools, he apprised the complainant to discharge his duty properly and sincerely.

6. In the next visit also he found defects in the records, which were usually maintained by the complainant. At that time, many guardians and School Management requested him to replace the complainant as teacher-in-charge by appointing another teacher of the school. Under pressure and being approved by the higher authority, he replaced the complainant by appointing another teacher of the school as teacher-in-charge. Sri Biswajit Pal has deposed that it might have caused annoyance to the complainant and for that, the complainant had unnecessarily filed this complaint before this Commission. He has further deposed that it is true that he asked the complainant to make the photocopies of the pensionary documents from a private shop outside the



office because at that point of time the photocopier machine of the office was not functioning properly. In addition, Sri Biswajit Pal has deposed that some other teachers were also on the verge of retirement along with the complainant. They all came to the office with the documents and it was not the fact that he intentionally asked the complainant to make photocopies of the documents from a private shop outside the office. Sri Pal in his deposition has stated that he never demanded any money for release of the pension of the complainant at an early date, rather, considering the fact that the complainant was specially abled person, he took up the case of the complainant personally and visited the office of the Accountant General on several occasions so that there would not be any delay in releasing the pension in favour of the complainant. Sri Pal had produced some documents, which were perused by this Commission at the time of examination of Sri Pal.

7. The Commission has considered the statement made in the complaint and the evidence adduced by the complainant as well as Sri Biswajit Pal, Inspector of Schools.

8. On appreciation of the evidence on record, it is found that the complainant has admitted the fact that during the visits, Sri Biswajit Pal found defects in making entries of some data relating to midday meal etc., which he explained that due to his illness he could not make the entries

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properly. However, the complainant assured that he would rectify all the defects. It is also found that the guardians of the school demanded change of the teacher in-charge and requested the Inspector of Schools to appoint a new teacher in-charge. On the basis of their demand, the authorities concerned replaced the complainant by another teacher as teacher in-charge. It is also admitted that there were other teachers, who also visited the office of the Inspector of Schools along with the complainant and submitted pensionary documents.

9. The Commission has taken note of the fact that though there were other similarly situated teachers, who also submitted pension related documents, never complained of any harassment made by Sri Biswajit Pal. The Commission has also taken note that the complainant failed to produce any witness to the fact that Sri Pal, Inspector of Schools, had ever demanded any bribe to ensure the release of pension of the complainant. However, Sri Pal has admitted the fact that he asked the complainant to submit the pension related documents to him after being photocopied the same from a private shop outside the office.

10. On consideration of all material aspects as narrated herein above, the Commission finds that the complainant failed to substantiate the allegations made in the complaint by way of adducing evidence except the fact that he was asked to make photocopies of all the pensionary





documents from a private shop outside the office of the Inspector of Schools, which is also admitted by the complainant. According to this Commission, Sri pal being the Inspector of Schools had to treat the complainant more generously. It is expected that any public authority discharging public functions should treat a specially abled person with enough sensitivity so that such person does not feel that he is unequal than other abled persons and subjected to discrimination.

11. In the opinion of this Commission, Sri Biswajit Pal, being the Inspector of Schools, could have deputed some other person, such as Peon, to get the pension related documents of the complainant photocopied instead of asking the complainant to make the documents photocopied from a private shop. Here the Commission finds that the Inspector of Schools had failed to fulfil the objects behind the enactment of the Statute under the rights of persons with Disability Act, 2016 (in short 'RPwD Act').

12. Under the RPwD Act, a specially abled person is entitled to receive special treatment requiring such a person not to be felt that he is different from others, though, practically he is different. It is the liability of the public authority to create such an environment in the work place so that person with disability should be free from suffering of any kind of mental harassment because of their disability. The approach of the public



authority should be more humane in the treatment towards specially abled persons.

13. Keeping in mind the object of the RPwD Act, in the instant matter, the Commission finds fault with Sri Biswajit Pal, Inspector of Schools, because of his failure to create such an environment in his office. The approach of Sri Biswajit Pal, Inspector of Schools, should be more humane. The Commission further finds lack of sensitivity on the part of Sri Biswajit Pal, who was discharging his duties and responsibilities as Inspector of Schools.

14. Sri Biswajit Pal being the Inspector of Schools had been discharging his responsibility as a public authority and in view of this, he must have due regards to the objects enshrined in the RPwD Act and should demonstrate more sensitivity towards the complainant being he is a specially abled person and deserves to be treated specially. In view of the above, Sri Biswajit Pal is liable to pay compensation to the complainant.

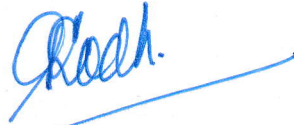
15. Accordingly, it is recommended by this Commission that Sri Biswajit Pal shall pay a compensation of Rs.3,000/- (Rupees three thousand) only to the complainant within a period of 30(thirty) days. The Director of School Education, Govt. of Tripura through the concerned





Drawing and Disbursement Officer shall deduct Rs.3,000/- from the salary of Sri Biswajit Pal and to pay the same to the complainant, Sri Nirmal De within the stipulated period. Compliance of this recommendation shall be reported to this Commission after making payment of the compensation amount within next 15(fifteen) days.

A copy of this order be sent to the Director of School Education, Govt. of Tripura and Sri Biswajit Pal, Inspector of Schools for complying the order/recommendation of this Commission. A copy of this order/recommendation may also be sent to the complainant for information.



**(Justice Arindam Lodh)**  
**Chairperson**