



Government of India
National Commission for Scheduled Tribes

6th floor, 'B' Wing, Loknayak Bhawan
Khan Market, New Delhi-110 003.

File No. SI/11/2017/MPNG1/SEOTH/RU-I

Date: 28th/03/2018

To

The Chairman- & Managing Director,
Oil & Natural Gas Corporation Ltd.,
Pandit Deendayal Upadhyaya Urja Bhawan,
5A, Nelson Mandela Marg,
Vasant Kunj,
New Delhi – 110070.

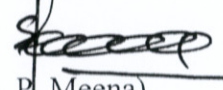
Sub: Representation dated 16/11/2017 received from Ms. Sunitha Issac, Manager(Vigilance), ONGC, R/o Flat - 4G, Karuppar Garden House, No. 50/56, Halls Road, Opp.YMCA Kilapuk, Chennai-600010 regarding justice against sexual harassment by Shri Vijay Kumar, General Manager (Vigilance), ONGC, Chennai.

Sir,

I am directed to enclose a copy of the minutes of Sitting held in the National Commission for Scheduled Tribes on 08/03/2018 at 1:00 P.M. on the above mentioned subject for immediate necessary action. Action Taken Report in this regard may be submitted to the Commission **within 15 days** positively.

Encl: As above.

Yours faithfully,


(S. P. Meena)
Assistant Director

Copy to:

Ms. Sunitha Issac,
Manager(Vigilance),
ONGC, R/o Flat - 4G, Karuppar Garden,
House No. 50/56, Halls Road,
Opp.YMCA Kilapuk,
Chennai-600010.

Copy for information to:

1. PS to Hon'ble Member (HCV), NCST
2. SSA NIC (for hosting on Commission's website)

National Commission for Scheduled Tribes
Govt. of India

File No. SI/11/2017/MPNG1/SEOTH/RU-I

Minutes of sitting held in the Commission on 08/03/2018 at 1:00 P.M. under the Chairmanship of Shri H. C. Vasava, Hon'ble Member, NCST in the case of Ms. Sunitha Issac, Manager(Vigilance), ONGC, R/o Flat - 4G, Karuppar Garden House, No. 50/56, Halls Road, Opp.YMCA Kilapuk, Chennai-600010 regarding justice against sexual harassment by Shri Vijay Kumar, General Manager (Vigilance), ONGC, Chennai.

List of participants placed at annexure A.

Representation dated 16/11/2017 received from Ms. Sunitha Issac, Manager(Vigilance), ONGC, R/o Flat - 4G, Karuppar Garden House, No. 50/56, Halls Road, Opp.YMCA Kilapuk, Chennai-600010 regarding justice against sexual harassment by Shri Vijay Kumar, General Manager (Vigilance), ONGC, Chennai.

The matter was taken up with the CMD, ONGC vide this Commission's letter dated 28/12/2017. In response to above letter of the Commission, no reply received from the ONGC. Therefore, Shri H. C. Vasava, Hon'ble Member, NCST has fixed a sitting with the CMD, ONGC on 08/03/2018 at 1:00 P.M. Accordingly, a sitting notice has been issued.

Discussion

Shri D. D. Mishra, Director (HR), Shri Sanjiv Sehgal, CGM, Head (HR) and Shri U. K. Pandey appeared before the Commission on 08/03/2018. The petitioner also presents in the sitting. The matter was discussed in detail. The Hon'ble Member asked to the petitioner about his grievances.

Smt. Sunitha Issac, petitioner requested and submitted her grievances to the Commission which is as given below:

(i) I am Sunitha Issac, Manager (F&A), CPF No. 93395, currently posted in Vigilance Section, ONGC, Chennai. I belong to the Malai Araya Community listed under scheduled tribes and I hail from Melukavu, situated in Kottayam district, Kerala.

(ii) On October, 3rd 2017, I along with Mr. Vijay Kumar, [General Manager (Vigilance), ONGC, 9th floor, West Wing, CMDA Tower-1, No. 1, Gandhi Irwin Road, Egmore, Chennai-600008. Mobile No. 9445005968] proceeded on an official tour to Vijayawada. The purpose of the tour was to conduct a Chief Technical Examiner (CTE) type inspection at the Bantumalli Drill site of ONGC on the 4th and 5th October 2017. We stayed at Hotel Marg Krishnaaya, which is an emplanelled Hotel of ONGC. I was allotted Room No. 202 in the second floor, and Mr. Vijay Kumar, was in Room No. 506 in the fifth floor.

(iii) On 5th October 2017, after the inspection was over, we returned to the Hotel in time for lunch. I finished my lunch quickly because I was feeling unwell due to high acidity and wanted to retire to my room and take rest. We took the same elevator to our respective rooms and as I was about to alight in the second floor to go to my room, he also came out of the lift under the pretext that he wanted to see my room. When I asked him why he wanted to see the room, he told me that he wanted to ensure that I was given a decent room, since the Hotel we were given accommodation was much below our entitlement. (Room No. 202 of Hotel Marg Krishnayaa).

(iv) Though I was very doubtful of his intentions, I wanted to avoid a scene in the lobby, I opened the room and let him in, but I kept the door of the room open. He came inside and said that it was a decent room, to which I replied that it really didn't make a difference as we were checking out the next day. He showed no signs of moving out and made a quick advance at me to assault sexually. I jumped back and asked him to leave the room immediately. With a smile that I can describe only as dirty, he asked me what was wrong. I screamed at him to leave the room immediately, which he did with a wicked smile, and I shut the door behind me.

(v) I was extremely hurt and shocked over this gross attack on my dignity.

(vi) After this incident she approached to the concerned ONGC of for stringent action against him and her relief. She also made a complaint to the concerned Police Station but no action has been taken by the concerned Police.

(vii) The petitioner also informed that the Department did not support her in her distress. She also informed that earlier too the accused Vijay Kumar made advances many occasions.

The Director (HR), ONGC submitted to the Commission that incident meted out with Smt. Sunitha Issac is unfortunate which is disgraceful for the Company, In spite of imparting training as to how to behave with lady employees. Her matter was referred to the Internal Complaint Committee of the ONGC (ICC) which has submitted its recommendations for disciplinary action against accused Vijay Kumar. He has also submitted that stringent action will be taken against the culprits as per decision of the ICC.

The Commission took a serious view of the matter and observed that a tribal lady employee of Manager level is not safe in a reputed Organisation like ONGC and its unfortunate. Accordingly, the Commission recommended that the ONGC should take stringent action against the accused and the required support should be extended to the victim that she feels safe and secure in working with ONGC. An Action Taken Report may be provided to the Commission within a period of 15 days.



हर्षदभाई वसावा/Harshadbhai Vasava
सदस्य/Member
राष्ट्रीय अनुसूचित जनजाति आयोग
National Commission for Scheduled Tribes
भारत सरकार/Govt. of India
नई दिल्ली/New Delhi

F. No. RLM/1/2017/MPNG1/SEHRMT/RU-I
F. No. SI/11/2017/MPNG1/SEOTH/RU-I

Date: 08/03/2018
at 1:00 P.M.

Annexure-A

List of Participants

Sr. No.	Name and Designation
I	<u>National Commission for Scheduled Tribes</u>
1.	Shri H. C. Vasava, Hon'ble Member
2.	Shri P.T. Jameskutty, Deputy Secretary
3.	Shri S. P. Meena, Assistant Director
4.	Shri Manoj Mishra, P. S. to Hon'ble Member
5.	Shri H. R. Meena, Senior Investigator
II	<u>Oil & Natural Gas Corporation Ltd.</u>
1.	Shri D. D. Mishra, Director (HR)
2.	Shri Sanjiv Sehgal, CGM-Head (HR)
3.	Shri U. K. Pandey, DGM (HR)-EA to Director (HR)
III	<u>Petitioner</u>
1.	Shri R. L. Meena
2.	Smt. Sunitha Issac