



सत्यमेव जयते

राष्ट्रीय अनुसूचित जनजाति आयोग  
**National Commission for Scheduled Tribes**

(भारत के संविधान के अनुच्छेद 338क के अंतर्गत एक संवैधानिक निकाय)  
(A Constitutional body under Article 338A of the Constitution of India)

Case File No. **NCST/ATY-620/MP/7/2022-APCR**  
**NCST-16012(MHRD)/7/2020-RU-III(SSW)**

Dated: 03.11.2022

To,

1. **Shri Shailendra Singh**,  
Additional Chief Secretary  
Education Department  
Govt. of Madhya Pradesh  
Vallabh Bhawan, Bhopal – 462004  
Email:- [pshighedu@mp.gov.in](mailto:pshighedu@mp.gov.in)
2. **Shri Ratnakar Jha**  
Collector & District Magistrate  
District – Dindori -481880  
(Madhya Pradesh)  
Email- [dmdindori@nic.in](mailto:dmdindori@nic.in),  
Phone no. -07644-234174
3. **Shri Sanjay Singh**  
Superintendent of Police  
District- Dindori- 481880  
(Madhya Pradesh)  
Email :- [sp\\_dindori@mppolice.gov.in](mailto:sp_dindori@mppolice.gov.in)  
Phone:- 7049100436
4. **Dr. M.K Kushwaha**  
Principal,  
Shaskiya Navin Mahavidyalay  
Mehdawani,  
District – Dindori (Madhya Pradesh)  
Email:- [principal.mehadwani@gmail.com](mailto:principal.mehadwani@gmail.com)  
Phone:- 07640-263080

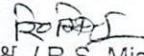
**Subject: Representation dated 03.12.2020 of Dr. Manisha Kol, Asst. Professor, Shaskiya Navin Mahavidyalay, Mehdawani, Dindori, (M.P) regarding Atrocity against ST woman relating to non-cooperating of Police authorities.**

Sir,

I am directed to enclose herewith a copy of the Minutes of the Sitting held on 17.10.2022 under the Chairmanship of Shri Ananta Nayak, Hon'ble Member, National Commission for Scheduled Tribes on the above mentioned subject for necessary action. It is requested that compliance report may be submitted to this Commission within 07 days positively for placing the same before the Hon'ble Commission.

Encl: as above

Yours faithfully,

  
(आर.एस. मिश्र / R.S. Misra)  
अनुसंधान अधिकारी / Research Officer

Copy to:

**Dr. Manisha Kol**,  
D/o Shri Vishnu Prasad Kol,  
Ward No. 14, Bazaar Mohalla,  
Mandala Road, Barela,  
Jabalpur – 483001  
E.mail: [drmanishakol1983@gmail.com](mailto:drmanishakol1983@gmail.com)

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# National Commission for Scheduled Tribes

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No. NCST – 16012 (MHRD)/7/2020 – RU – III

No. NCST/ATY-620/MP/7/2022 – APCR

**Minutes of the Sitting held under the Chairmanship of Shri Ananta Nayak, Hon'ble Member, NCST, in the case of Ms. Manisha Kaul regarding threats, sexually harassed, falsely implicated by the accused and inaction by the officials.**

**Date of the sitting:** 17.10.22, 11.00 AM

**Officials present in the sitting:** As per Annexure

In the present matter, the petitioner Ms. Manisha Kaul alleged that she is being threatened by the accused, Dr. Manoj Kushwaha. He is trying to sexually harass the petitioner, forcing her for sexual advances and threatening her to get her dismissed from the university.

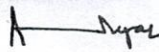
The petitioner states the on the day of incident, she was teaching her class when the accused entered the class and started abusing her. She defended herself and asked him to leave firmly. Later, she lodged an FIR regarding the incident but her case is being mishandled by the police and the investigation is not being conducted appropriately.

Replies from DGP, Madhya Pradesh and Deputy Superintendent of Police, Dhindori, MP were received. As per the reply, the matter has been taken up by the police for investigation and registered under IPC Section 294 and 506 and under Section 3(2) (va) SC/ST (Prevention of Atrocities) Act in Mehndwani Police Station. After receiving the complaint, the police started the investigation. The police took the statement of the complainant. The staff of the university have stated that they just heard the petitioner shouting at the accused. A letter was given to the Government College Mehndwani to supply CCTV footage of the date of the incident.

In response, vide letter no. 45 / Principal / 2022 Mehandwani, dated 05/09/2022 of the Office of the Principal Government Excellence School, Mehandwani District Dindori (M.P.), it has been intimated that all the CCTV cameras which were installed in the university are not working since April 2022 due to which it is not possible to provide CCTV camera footage. The students who were attending the class have stated that the principal (and the accused) entered the class and asked for petitioner's 2 minutes upon which the petitioner reacted and asked the accused to leave while shouting at him.

The Commission issued summons to the District Collector, Dindori and SP, Dindori, Madhya Pradesh and Principal Secretary, Higher Education Department. The SP, Dindori, Madhya Pradesh appeared before the Commission.

During the course of hearing, the Commission enquired regarding the course of action taken so far by the Police and why the accused has not been arrested yet when the matter is



अनंत नायक/ANANTA NAYAK  
सदस्य/Member  
राष्ट्रीय अनुसूचित जनजाति आयोग  
NATIONAL COMMISSION FOR SCHEDULED TRIBES  
भारत सरकार/Govt. of India  
नई दिल्ली/New Delhi

extremely sensitive and has already been transferred to the Court. The SP, Dindori replied that they would make the arrest on urgent basis.

The petitioner shared that she has been threatened by the local police officials and she has shared a lot of evidence against the accused to the SP, Dindori directly on his WhatsApp but he has not taken action yet. The petitioner also stated that the witnesses are being threatened by the local police officials and that they are not able to provide their statement when they want to.

The petitioner also stated that the accused is representing himself as the Principal of the Government College but he is an Associate Professor with a temporary charge of the principal. She also shared that she was transferred twice within the same month after she lodged the complaint against the accused.

The Commission expressed serious displeasure over the negligence and inaction of the authorities and stated that strict action has to be taken against the accused.

**After hearing both the sides, the Commission made the following recommendations: -**

- Arrest of the accused to be ensured by the SP, Dindori within 3 days of the hearing.
- A departmental and disciplinary enquiry to be made by the SP, Dindori against the Investigation Officer of this matter within the 3 days of the hearing.
- Witness and Victim protection to be ensured by the SP, Dindori.
- Compensation as per law to be paid to the victim.
- Appropriate provisions of Law to be added in the FIR lodged by the petitioner.

The Compliance report of the Recommendations to be submitted by the SP, Dindori within 7 days.

The Commission fixed the next date of hearing for 21<sup>st</sup> November, 2022.

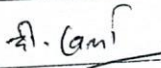

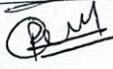
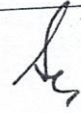
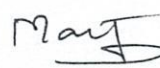
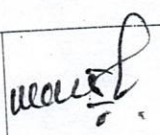


अनंत नायक/ANANTA NAYAK  
सदस्य/Member  
राष्ट्रीय अनुसूचित जनजाति आयोग  
NATIONAL COMMISSION FOR SCHEDULED TRIBES  
भारत सरकार/Govt. of India  
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Attendance Sheet  
National Commission for Scheduled Tribes

File No. NCST/ATY-620/MP/7/2022-APCR  
NCST-16012(MHRD)/7/2020-RU-III(SSW)

Sitting to be held on 17.10.2022 at 11.00 A.M in the case of representation dated 03.12.2020 of Dr. Manisha Kol, Asst. Professor M.P. College, Dindori, (M.P) regarding Atrocity against ST faculty relating to non-cooperating of Police authorities.

Sl. No.	Name and Designation	Address & Phone No.	Signature
I	<b>National Commission for Scheduled Tribes</b>		
1.	Shri Ananta Nayak Hon'ble Member	In Chair	
2.	Deepika Khanna . Asst. Director		
3.	<del>Sanjay</del>		
4.	R. K. Tripathy	Sr. Legal Advisor	
5.	Palak Arora	JLRC	
5.			
6.			
7.			
II	<b>Officers from the Govt. of Madhya Pradesh and District - Dindori</b>		
1.	Sanjay Singh IPS	S.P. Distt. Dindori 9424744000	
2.	Manoj Kumar Kushawal	Principal Govt College	
3.			
4.			
5.			
III	<b>Petitioner</b>		
1.	Dr. Manisha Kol	Bazar Mahall Bawla, Mandla Road Jabalpur	
2.			