



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)

File No. NCST/SER-615/KA/4/2022-SSW

Dated: - 27.12.2023

To,

Shri Javed Akhtar  
Additional Chief Secretary,  
D/o Health & Family Welfare  
Govt. of Karnataka  
105,1st Floor, Vikas Soudha, Bangalore-560001(Karnataka)  
Email:- prs-hfw@karnataka.gov.in, Phone:- 9880579770


**Sub: Harassment of ST woman employee by the Administration of Gadag Institute of Medical Sciences, (GIMS) Gadag - a rep. dated 22.08.2022 of Dr. Jayalakshmi M.K., In-Charge, H/o Department, D/o Physiology, GIMS, Gadag.**

महोदय,

I am directed to enclose herewith a copy of the minutes of meeting held under the Chairmanship of Shri Ananta Nayak, Hon'ble Member, NCST on 30.11.2023 at 12:00 (Noon) in the National Commission for Scheduled Tribes, Lok Nayak Bhawan, Khan Market, New Delhi 110003 on the above mentioned subject.

It is requested that the action taken/ to be taken in the matter may be intimated to NCST within stipulated time from receipt of the letter for placing it before the Hon'ble Member.

Yours faithfully,

  
(आर.एस.मिश्र / R.S. Misra)  
अनुसंधान अधिकारी / Research Officer  
Tel:-24641640

Copy to:-

Dr Jayalakshmi M. K.  
R/S 133/2b, Plot No. 12, Nandishwar Nagar, Kalasapur Road,  
Gadag-582103 (Karnataka)  
Mob No- 9448263090

Copy for information

1. PS to Hon'ble Member, NCST.
2. NIC, NCST for uploading on the website of the Commission.

**National Commission for Scheduled Tribes**  
**(F. No. NCST/SER-615/KA/4/2022-SSW)**

Minutes of the meeting held under the Chairmanship of Shri Ananta Nayak, Hon'ble Member, National Commission for Scheduled Tribes at Lok Nayak Bhawan, New Delhi, in the case of Dr. Jayalakshmi M.K, Associate Professor, regarding undue delay in her promotion to post of Professor.

**Date of the meeting:** 30.11.2023, 12:00 Noon  
**Participants in the meeting:** As per Annexure

Dr. Jayalakshmi M.K, D/o Physiology, GIMS, Gadag , vide her representation dated 22.08.2022 has complained against Former Director and complaint regarding undue delay in her promotion to post of Professor She alleges that there was constant bullying, mental harassment, and unethical practices The former Director is accused of manipulating the DPC process, favoring a non- medical and ineligible candidate.


2. The Commission vide Notice dated 31.10.2022 had referred the matter to Chief Secretary, Govt. Of Karnataka, Bangalore and Principal Secretary, D/o H&FW, Govt. of Karnataka, Bangalore for facts and comments, but no response was received. The Petitioner vide Letter dated 03/02/2023 stated that no progress had been made in her case so far and reply was not sent by the Department either. Hence she requested further action in her case.

3. The Commission decided to discuss the issue with Principal Secretary, D/o Health and Family Welfare, Govt of Karnataka and the Petitioner on 30.11.2023 at 12:00 Noon. Accordingly, Petitioner and Authority were informed on 14.11.2023.

4. Addl. Chief Secretary, Forest Ecology & Environment & Medical Education, Govt of Karnataka and the Petitioner were present in the Meeting. The Addl. Chief Secretary assured the Commission that the Petitioner's case for her promotion was prima facie made out and he will initiate the process for conducting DPC within a fortnight, after ensuring that all eligibility criteria are fulfilled.

5. The Petitioner submitted that her promotion to the post of Professor may be considered w.e.f the date of vacancy of the Post as per her eligibility and that she may be given due financial and other benefits accrued to the Post of Professor from that date as she had already suffered for long.

6. The Commission while noting the positive assurance given by the Addl. Chief Secretary, State Government of Karnataka, recommends D/o Health and Family Welfare, Govt of Karnataka to furnish the action taken report within a month from the receipt of the Minutes.

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

Annexure

List of participants of the meeting held on 30.11.2023 at 12:00 (Noon) under the Chairmanship of Shri Ananta Nayank, Hon'ble Member, NCST, New Delhi in the case of Dr. Jayalakshmi M.K., In-Charge, H/o Department, D/o Physiology, GIMS, Gadag regarding harassment of ST woman employee by the Administration of Gadag Institute of Medical Sciences, (GIMS) Gadag.

<b>I</b>	<b><u>D/o Health &amp; Family Welfare</u></b>
	Shri Javed Akhtar, Additional Chief Secretary, Forest E& E and Medical Education
<b>II</b>	<b><u>Petitioner</u></b>
	Dr. Jayalakshmi M.K