



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)

F.No NCST/SER-899/OR/23/2023-SSW

Dated: - 10.01.2024

To,

Shri Bishnupada Sethi,
Principal Secretary,
Department of Higher Education,
Govt. of Odisha,
District-Bhubneswar (Odisha)
(Email: hedsec.od@nic.in. Phone – 0674-2393529)

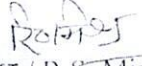
Sub:- Harassment of ST Lady employee by the Principal of Model Degree College, Nabrangpur- a rep. dated 07.02.2023 of General Secretary, Jana Jati Suraksha mancha, District-Nabarangpur, Odisha.

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 15.12.2023 at 11:30 AM 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:- 011-24641640

Copy to :-

Dr. Sanjukta Nayak
C/o Sudhir Kumar Singh
At- Gandhi Nagar, Post – Nabrangpur
District – Nabrangpur – 764059
Phone 7978370481,
Email:- sanjuktanayakjnu@gmail.com

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-899/OR/23/2023-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 Ms. Sanjukta Nayak, Assistant Professor, Model Degree College, Nabrangpur regarding harassment at workplace.

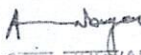
Date of the Meeting: 15.12.2023, 11:30 AM
Participants in the Meeting- As per Annexure

Shri Ratan Majhi, General Secretary, Jana Jati Suraksha Mancha, District-Nabarangpur, Odisha vide his representation dated 07.02.2023 has alleged that Ms Sanjukta Nayak, Assistant Professor, has been subjected to harassment by the Principal of the Model Degree College, Nabrangpur. It is also alleged that the Principal is influencing other colleagues to harass her as well and pressurizing her to take back the complaint. The same was also reiterated by Ms Sanjukta Nayak in her letter dated 27.06.2023.

2. NCST vide notice dated 25.05.2023 had referred the matter to Principal Secretary, Department of Higher Education, Govt. of Odisha and Ms. S Susree, Superintendent of Police, District- Nabarangpur, for furnishing the facts and comments. No response was received from the Authorities.

3. The Commission, therefore, decided to discuss the issue with Principal Secretary, Department of Higher Education, Govt. of Odisha and the Petitioner on 15.12.2023 at 11:30 AM and the same was communicated to the Petitioner and Authority vide NCST communication dated 01.12.2023.

4. During the meeting, the Principal Secretary, Department of Higher Education, Govt. of Odisha deputed Special Secretary, Govt. of Odisha to appear before the Commission on 15.12.2023. The Authority apprised the Commission that an inquiry had been conducted into the matter but was found to be without merit. The Petitioner also stated that she was not called upon to present her side in the inquiry. The Authority apprised that the Principal had been transferred out of the college. The Petitioner thereupon submitted that the present Principal was also one of those named in her Petition who was involved in her harassment and requested for his transfer as well. She stated that she also tried to bring fund to the tune of twenty lakhs for the development of the College. The Commission observes that the matter needs discreet enquiry by the higher officials giving opportunities to both the sides to submit their sides. All the persons including the petitioner need to be transferred from the alleged working place of harassment to ensure independent and impartial investigation of the entire issue.


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

5. After hearing both sides, the Commission recommends that :-

(i) The Department of Higher Education, Govt of Odisha to initiate steps for bringing in a fair non-partisan Principal of Model Degree College, Nabrangpur who is not from the College;

(ii) A fresh inquiry to be conducted into the allegations of the Petitioner while giving her due opportunity to present her side as per the principles of natural justice;

(iii) the Petitioner is advised to maintain decorum of the College;

(iv) A separate Internal Grievance Committee for STs to be constituted in terms of NCST Advisory issued to all Chief Secretaries of States vide Letter DO 18/01/NCST(IGRC)/2021-Coord. (COPY ENCLOSED);

(v) Action Taken Report to be submitted within 30 days from receipt of the minutes.


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 15.12.2023 at 11:30 AM under the Chairmanship of Shri Ananta Nayank, Hon'ble Member, NCST, New Delhi in the case of General Secretary, Jana Jati Suraksha Mancha, District-Nabarangpur, Odisha regarding harassment of ST Lady employee by the Principal of Model Degree College, Nabrangpur

I	<u>D/o Higher Education , Govt. of Odisha</u>
	Shri Rama Kanta Nayak, Special Secretary to Government
II	<u>Petitioner</u>
	Dr. Sanjukta Nayak