



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-961/MCOM/1/2023-SSW

Dated:- 14.10.2024

To,

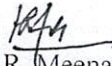
The Chairman-Cum-Managing Director,
ECGC Ltd,
ECGC Bhawan, MV Road, Andheri East,
Mumbai- 400069 (Maharashtra)
Email Id: cmd@ecgc.in Tel. No: 022-66590500

Sub:- Sexual Harassment of ST woman employee by the Branch Manager, ECGC Ltd, Moradabad Branch- An online representation dated 06.06.2023 of Ms. Anupama Gunjyal, ECGC Ltd, Moradabad Branch, Uttar Pradesh.

Sir/ Madam,

I am directed to enclose herewith a copy of the minutes of Sitting held under the Chairmanship of Shri Nirupam Chakma, Hon'ble Member, NCST on 09.10.2024 at 2:00 PM in the National Commission for Scheduled Tribes, Lok Nayak Bhawan, Khan Market, New Delhi 110003 on the above mentioned subject for information.

Yours faithfully,


(H. R. Meena)
Research Officer
Tel:- 24641640

Copy for information:-

Ms. Anupama Gunjyal
ECGC Ltd.
Pandit Shankar Dutt Sharma Marg,
Civil Lines, Near Hdfc Bank, Moradabad- 244001 (Uttar Pradesh)
agunjyal1@gmail.com Mobile No:7838747216

Copy to :-

1. PS to Hon'ble Member (Shri N. Chakma)
2. NIC, NCST for uploading on the website of the Commission



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)

Minutes of the meeting held under the Chairmanship of Shri Nirupam Chakma, Hon'ble Member, National Commission for Scheduled Tribes at Lok Nayak Bhawan, New Delhi regarding sexual harassment at workplace in the case of Ms. Anupama Gunjyal, ECGC Ltd.

File: NCST/SER-961/MCOM/1/2023

Date of the sitting: 09.10.2024, 02:00 PM

Participants in the Sitting - As per Annexure


Ms. Anupama Gunjyal, ECGC Ltd., Moradabad Branch, Distt. Moradabad - (U.P) vide her representation dated 06.06.2023 alleged sexual harassment by Administrative Head (Branch Manager) of ECGC Ltd., Moradabad, U.P.

2. NCST vide Notice dated 24.07.2023 had referred the matter to the Chairman-cum-Managing Director, ECGC Ltd., Mumbai for furnishing facts and comments within 15 days. The General Manager, ECGC Ltd., Mumbai vide letter no. HO/HRD/2023-24 dated 07.08.2023 furnished the facts and comments. It has also been informed that as per allegations labelled by the petitioner, Administrative Head (Branch Manager) ECGC Ltd., Moradabad, U.P. was transferred to Western Regional Office, Mumbai on 19.04.2023. It was also informed that the matter has been referred to Internal Complaints Committee. This was forwarded to petitioner for satisfaction vide NCST letter dated 24.08.2023. The petitioner vide rejoinder dated 21.09.2023 had refuted the facts and requested for justice.

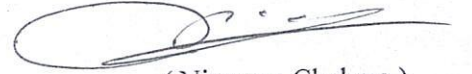
3. NCST decided to discuss the issue with the authorities and the petitioner on 09.10.2024. Accordingly, a Sitting Notice was sent on 30.09.2024 to Chairman-cum-Managing Director, ECGC Ltd. and petitioner was also informed to attend the sitting.

4. The petitioner stated that no action had been taken against the Executive Director. CMD (Additional Charge) of ECGC Ltd. vide letter dated 07.10.2024 sought exemption and deputed GM (HR) to appear before the Commission. GM (HR) along with other officials of ECGC Ltd. was present on behalf of Chairman-cum-Managing Director, ECGC Ltd. The petitioner was also personally present.

5. The officials of ECGC reiterated their earlier comments submitted to NCST. It was also informed that the petitioner refused to cooperate with ICC in carrying out the inquiry and withdrew her consent to conduct inquiry. She also refused to give her signed statement to the ICC. Hence, the ICC could not conclude the inquiry. On the other hand, the petitioner stated that her statements and those of her witnesses were typed and drafted by the ICC, after which they were asked to sign them. Due to these concerns, the petitioner has refused to sign the statements and has withdrawn her consent.


निरुपम चकमा / Nirupam Chakma
सदस्य / Member
राष्ट्रीय अनुसूचित जनजाति आयोग
National Commission for Scheduled Tribes
भारत सरकार / Government of India
नई दिल्ली / New Delhi

6. It was observed that it would not be appropriate on part of NCST to make any observations / recommendations in the matter in absence of the inquiry report of ICC. After discussions with officials of ECGC Ltd. and petitioner, it was decided to close the case. However, it would be open to the petitioner to pursue any other available remedies, including the option to re-engage with the ICC. If she choose to do so, it is imperative that the ICC fairly addresses her concerns and conducts an unbiased inquiry in accordance with the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. The Commission clarifies that it has not formed any opinion regarding the merits of the case.



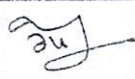
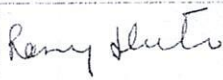

(Nirupam Chakma)

Member

National Commission for Scheduled Tribes

निरुपम चाकमा / Nirupam Chakma
सदस्य / Member
राष्ट्रीय अनुसूचित जनजाति आयोग
National Commission for Scheduled Tribes
भारत सरकार / Government of India
नई दिल्ली / New Delhi

List of participants of the sitting held on 09.10.2024 at 2:00 PM under the Chairmanship of Shri Nirupam Chakma, Hon'ble Member, NCST in the case of Ms. Anupama Gunjyal, ECGC Ltd, Moradabad Branch, Uttar Pradesh regarding Sexual Harassment of ST woman employee by the Branch Manager, ECGC Ltd, Moradabad Branch.

I <u>National Commission for Scheduled Tribes</u>			
1.			
2.	Shri Surat Singh Director		
3.			
4.	Shri Akash Tripathy Sr. Investigator		
5.	Shri Mukesh Investigator		
6.	Shri Neelmani Thakur Consultant - Legal		
7.	Shri Ajay Andley. Consultant		
II <u>ECGC Ltd</u>			
Sr. No.	Name and Designation	Address & Phone No.	Signature
1.	Gaurav Anshuman	ECGC Mumbai 8886092092	
2.	Rosemary deuter	ECGC, Delhi 9783333507	
3.	Amit Kumar	ECGC Delhi 8373912950	
III <u>Petitioner</u>			
1.	श्रीगुणोत्तरी श्रीगुणोत्तरी	श्रीगुणोत्तरी	
2.			
3.			