



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-570/MOCA/1/2022-SSW/RU-III

Dated 05.12.2025

To,

The Secretary,
Competition Commission of India,
9th Floor, Office Block - 1,
Kidwai Nagar East
New Delhi 110023
Email - secy@cci.gov.in ; Ph- 011 20815010

Sub: Harassment of ST Woman Employee at her workplace in Competition Commission of India - a representation dated 14-06-2022 received from Ms. Bulbuli Richong, Deputy Director General, Competition Commission of India (New Delhi).

महोदय/महोदया,

I am directed to enclose herewith a copy of the minutes of the sitting held on 17.10.2025 at 06:00 PM under the Chairmanship of Shri Jatothu Hussain, Hon'ble Member, National Commission for Scheduled Tribes, Lok Nayak Bhawan, Khan Market, New Delhi 110003 on the above mentioned subject.

2. 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 Commission.

Yours faithfully,


(डॉ. पी. कल्याण रेडी/Dr. P. Kalyan Reddy)
निदेशक/Director
Telephone No. : 011-20819841

Copy for information:-

1. Ms. Bulbuli Richong
Deputy Director General.
O/o -Director General, Competition Commission of India
B Wing, Hudco Vishala, 14, Bhikaji Cama Place
New Delhi - 110066
Email - bulbuli.richong@gmail.com ; Ph- 8753951182
2. PS to Hon'ble Member (JHT)
3. NIC, NCST for uploading on the website of the Commission.

NATIONAL COMMISSION FOR SCHEDULED TRIBES

Minutes of the Sitting held under the Chairmanship of Shri Jatotu Hussain, Hon'ble Member, National Commission for Scheduled Tribes at Lok Nayak Bhawan, New Delhi in the case of Ms. Bulbuli Richong, Deputy Director General, Competition Commission of India (CCI) regarding harassment at workplace.

File No. NCST/SER-570/MOCA/1/2022-SSW

Date of the Sitting: 17.10.2025 at 6:00 PM

Participants in the Sitting: As per Annexure

Ms. Bulbuli Richong, vide her representation dated 14-06-2022 had stated that she is being harassed by her then reporting officer (Mr Alok Tripathi, ADG). She enumerates numerous examples such as forcing her to sign files without seeing, restricting her access to e-office, humiliating and mocking her in front of her colleagues in meetings as well as on eoffice comments. Vide addendum dated 08-08-2022, she has also stated that she was denied salary for period from 01.07.2020 to 04.08.2020 when lockdown was in effect and almost all officers (including her) were working from home. She states that only she was targeted and forced to apply for leave and salary was not paid while other staff who were working from home during this period were paid salary as usual.

2. In the sitting held on 22.05.2023, the following recommendations were made and minutes were circulated to all concerned on 29.5.2023-

- CCI to ensure that impartial inquiry is conducted into the allegation of the petitioner and the inquiry report to be forwarded within 30 days of receipt of minutes.
- CCI to ensure that the ADG (Mr Alok Tripathi) is not assigned administrative matters in which the petitioner's interests/welfare will be prejudicially affected.
- An Internal Grievance Committee to be constituted in the CCI, as the NCST advised to the ministries of the departments vide letter DO NO 18/01/NCST (IGRC)/2021-Coord dated 03-08-2021. The internal grievance committee to be headed by SAG level officer of the department. A ST Officer of Director/Deputy Secretary (preferably a lady) to be nominated as a member.

3. The Competition Commission of India (CCI) vide letter no. A-11018/2/CCI-2009/3398 dated 5.07.2023 has informed that in compliance with the minutes of the sitting held on 22.05.2023, an Adviser-level officer has been appointed to conduct an inquiry into the harassment complaint by Ms. Bulbuli Richong, Deputy Director General, CCI. It was reported that Mr. Alok Tripathi is not handling administrative matters affecting the petitioner and necessary actions have been taken. An Internal Grievance Committee has been constituted, pending nomination of an officer from the Ministry of Corporate Affairs and an advisory was issued to all staff to be considerate towards ST employees. The examining officer has requested an extension for submission of the final report till 28.07.2023.

4. Further, CCI vide its letter no. A-11018/2/CCI-2009/4538 dated 04.09.2023 has submitted the inquiry report conducted by Dr. Bidyadhar Majhi, Adviser (Economics) in compliance with the directions of the Commission. The inquiry examined two allegations of harassment made by Ms. Bulbuli Richong, Deputy Director General, against Shri Alok Tripathi. It was observed that the dispute arose out of professional differences related to investigation work and mutual dislike of working styles rather than caste, gender, or regional bias. The Inquiry found no evidence of discrimination based on caste, community, sex, or region and held that the spat could have been avoided with maturity. However, it was noted that certain actions and remarks of Shri Tripathi, as well as the reactions of the complainant, were undesirable. The Inquiry recommended that both officers be apprised of these adverse observations and sensitized regarding proper office conduct, particularly towards SC/ST/OBC and women officers. The competent authority in CCI was advised to take any other appropriate action as deemed fit. The CCI has advised to both the officers on 4.9.2023. This was sent to petitioner on 8.4.2025 for information. There after the petitioner made various correspondence for justice.

5. The petitioner vide rejoinder dated 7.7.2025 has refuted the facts and comments and requesting for justice. NCST has referred the matter to CCI on 4.8.2025 for facts and comments. The Competition Commission of India vide letter no. A-11018/2/CCI-2009 (Part)/6445 dated 01.10.2025 has informed that in compliance with NCST's directions dated 22.05.2023, an inquiry was conducted by Dr. Bidyadhar Majhi, Adviser and Nodal Officer for SC/ST welfare. Based on the findings, Shri Alok Tripathi was advised to refrain from unwarranted conduct and to maintain courteous behaviour towards SC/ST/OBC and women officers/staff, as communicated vide Office Memorandum dated 04.09.2023. It was further stated that the issues raised in the rejoinder dated 07.07.2025 by Ms. Bulbuli Richong have already been

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सदस्य / Member
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१८ अक्टूबर / New Delhi

addressed in the earlier action taken reports dated 05.07.2023 and 04.09.2023. The CCI also clarified that the inquiry was conducted by a senior reserved category officer of Joint Secretary Rank who serves as the Nodal Officer for SC/ST welfare and opportunities for hearing were duly provided. In view of the action taken by them, the CCI has requested that the matter be treated as closed.

6. Since, the petitioner was not satisfied with the replies of CCI, hence, NCST decided to discuss the issue with the authority and the petitioner again on 17.10.2025. Accordingly, a Sitting Notice was sent on 06.10.2025

7. In the sitting, the Director, Joint Director of CCI and petitioner were present. The petitioner has reiterated her earlier submissions raised in the representation dated 14.6.2022 and 7.7.2025. She has raised the same points which were discussed in the last sitting held on 22.5.2023 at NCST. The officers of CCI informed that the CCI has taken action as per recommendations of NCST and submitted the facts alongwith inquiry report conducted by Adviser and Nodal Officer for SC/ST welfare of CCI. It was informed that as per observations of the inquiry report, Shri Alok Tripathi was advised to refrain from unwarranted conduct and to maintain courteous behaviour towards SC/ST/OBC and women officers/staff vide Office Memorandum dated 04.09.2023 of CCI.

8. After discussion with the officers of CCI and petitioner, the following recommendations were made and action taken there on may be submitted to NCST within 30 days from receipt of the minutes.

- An Internal Grievance Committee to be constituted in the CCI, as the NCST advised to the ministries of the departments vide letter DO NO 18/01/NCST (IGRC)/2021-Coord dated 03-08-2021. The internal grievance committee to be headed by SAG level officer of the department. An ST Officer of Director/Deputy Secretary (preferably a woman) to be nominated as a member.
- It is also advised, if ST Officer is not available in the organisation for framing the committee, the officer may be nominated/ appointed from the other Central Govt. offices for the said committee.
- CCI is advised that the case of the petitioner may be referred to the said committee.



(Jatotu Hussain)
जाटोतु हुसैन / Jatotu Hussain
सदस्य / Member
भारत सरकार / Government of India
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National Commission for Scheduled Tribes
नई दिल्ली / New Delhi

F. No. NCST/SER-570/MOCA/1/2022-SSW

List of participants of the sitting held on 17.10.2025 at G.P.B... under the chairmanship of Shri Jatotu Hussain, Hon'ble Member, NCST at New Delhi.

Sr. No.	Name and Designation	Address & Phone No.	Signature
I	<u>National Commission for Scheduled Tribes</u>		
1.	Dr. P.Kalyan Reddy Director		
2.	NCST Officials		
II	<u>CCI</u>		
Sr. No.	Name, Designation and Address	Phone No.	Signature
1.	Ramendra H. Director CCI	24664100	<u>Reddy</u>
2.	Dr. K D Singh Director, CCI	91868414851	
III	<u>Petitioner</u>		
1.	Bulbuli Rishong	8753 951182	<u>B. Rishong</u>