



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-570/MOCA/1/2022-SSW

Dated: 29.05.2023

To,

1. The Secretary,
Ministry of Corporate Affairs
5th floor, "A" Wing, Shastri Bhawan,
New Delhi -110001
Phone-011 23382324

2. The Secretary,
Competition Commission of India
9th Floor, Office Block-I
Kidwai Nagar, East, New Delhi -110023
Email-secy@cci.gov.in
Phone:- 20815010

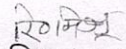
Sub: Harassment of ST Woman Employee at her workplace in Competition Commission of India- a representation dated 14.06.2022 received from Ms. Bulbuli Richong, Deputy Director General, Competition Commission of India, New Delhi.

Sir/Madam,

I am directed to enclose herewith a copy of the minutes of Sitting held under the Chairmanship of Shri Ananta Nayak, Hon'ble Member, National Commission for Scheduled Tribes (NCST) on 22.05.2023 at 3:30 PM in NCST, New Delhi on the above mentioned subject.

2. It is requested that the action taken/ to be taken in the matter may be submitted to NCST within stipulated time for placing it before the Hon'ble Member, NCST.

Yours faithfully,


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

Copy to :-

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, Mob- 8753951182

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

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

Minutes of the Sitting 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. Bulbuli Richong, Deputy Director General, Competition Commission of India(CCI) regarding harassment at workplace.

Date of the sitting: 22/05/2023, 03:30 PM

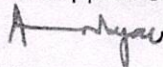
List of Participants - As per Annexure

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 e office comments. Vide addendum dated 08-08-2022, she has also stated that she was denied salary for period of 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.

The Commission vide notice dated 28-10-2022 had referred the matter to Secretary, Ministry of Corporate Affairs and Secretary, Competition Commission of India (CCI) for furnishing the facts and comments.

Pursuant thereto, Ministry of Corporate Affairs vide letter dated 22-11-2022, forwarded the reply of CCI, stating that both officers had been counselled and that the petitioner's reporting officer had been changed.

The Commission vide letter dated 06-01-2023 sent the reply to the petitioner for information. In reference to NCST letter dated 06.01.2023, Ms. Bulbuli Richong vide rejoinder dated 14.02.2023 has refuted the facts and requested for justice. She has also attached the documents in support of her allegations.



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

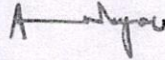
Considering the gravity of the issue, the Commission issued Summons to the Secretary, Competition Commission of India, New Delhi. The petitioner was also informed to attend the sitting.

The Secretary, CCI, submitted a reply on the rejoinder of the petitioner and stated that the department is taking corrective actions on the grievances of the petitioner. One Man Committee has been constituted to inquire into the matter. The petitioner reiterated her issues mentioned in the rejoinder and requested for justice, as the action taken against the accused officer is insufficient.

After hearing both the sides, the Commission recommends the following -

- 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 involved, 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.

Action Taken Report with compliance of the Recommendations will be submitted within a period of one month.



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 sitting held on 22nd day of May, 2023 at 3:30 PM under the Chairmanship of Shri Ananta Nayank, Hon'ble Member, NCST, New Delhi in the case of Ms. Bulbuli Richong, Deputy Director General, Competition Commission of India, New Delhi regarding Harassment of ST Woman Employee at her workplace in Competition Commission of India

I	<u>Competition Commission of India</u>
	Ms. Jyoti Jindgar Bhanot
II	<u>Petitioner</u>
	Ms. Bulbuli Richong