



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-623/MDEF/14/2022-SSW

Dated: 19.01.2024

To,

Prof. Prateek Kishore
Director
DRDO,
Terminal Ballistics Research Laboratory,
Sector-30, Chandigarh -160030
Email: director.tbrl@gov.in , Ph No. 0172-2307117

Sub:- Harassment of ST employee by the Upper Caste employees and Management of TBRL, DRDO - a rep dated 22.09.2022 of Shri Kshitij Kumar (Technician B), TBRL, Ramgarh Range, DRDO, Chandigarh.

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 03.1.2024 at 12:30 PM 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 :-

Shri Kshitij Kumar,
Qtr: B1, Ground Floor, Type-II, TBRL Residential Colony,
Ramgarh Range, Panchkula-134118 (Haryana)
Mob No- 8930166334

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

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 Shri Kshitij Kumar (Technician B), TBRL, Ramgarh Range, DRDO, Chandigarh regarding discrimination at workplace.

(F. No. NCST/SER-623/MDEF/14/2022-SSW)
Date of the Meeting: 03.01.2024, 12:30 PM

Participants in the Meeting- As per Annexure


Shri Kshitij Kumar (Technician B), TBRL, Ramgarh Range, DRDO, Chandigarh vide his rep. dated 22.09.2022 has stated that he is being harassed by employees of TBRL, DRDO Chandigarh. On March 20, 2022, an altercation occurred between the petitioner's wife and wife of another employee, leading to physical and verbal abuse.

NCST vide notice dated 31.10.2022 had referred the matter to Director, DRDO for furnishing the facts and comments. DRDO vide letter dated 26 Nov 2022 furnished the facts and comments stating that Sh. Kshitij Kumar made allegations of outraging his wife's modesty and caste-based abuse after receiving a show-cause notice. Fact Finding Committee found no substance in these allegations. It is emphasized that Sh. Kshitij Kumar was given ample opportunities to prove his allegations.

This was forwarded to the petitioner 30-12-2022. The petitioner vide rejoinder dated 30-01-2023 has refuted the facts and comments and requested for justice. This was forwarded to the authority on 16-02-2023. DRDO vide its letter dated 6-03-2023 informed that the grievances of the petitioner had been referred to the Committee for Redressal of Grievances of ST employees. DRDO vide its letter dated 24-05-2023 has sent the report of the Committee. The petitioner vide his email dated 21-09-2023 has stated that the Committee acted in a biased manner and he has not received justice. He stated that despite a compromise between both the parties in March 2023, punitive transfer and departmental proceedings were initiated against him by the Administration while the other party was let go. The Commission decided to discuss the issue with the authority and the petitioner on 03.01.2024

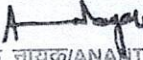
In the meeting, the Director, DRDO and the petitioner were present. The petitioner reiterated that Administration had initiated punitive action against him while the other party let go. He had not pursued the matter with the administration of DRDO or the police, as compromise was made with the intervention of the administration. The Commission asked the Director to explain the reasons for taking action against the petitioner even when the compromise was made between the parties with the intervention of the management. The Director explained that the other parties have approached the management.

The Commission observed that the management of DRDO has not played the role in fair manner with the petitioner, as the compromise made between the parties with the intervention of management.


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

After hearing both the sides, the Commission recommends the following and ATR to be submitted within 30 days from receipt of the minutes—

- The DRDO, Chandigarh to relook into the matter on equitable grounds and revoke the penalty imposed on the petitioner
- A Internal Grievance Committee to be set up in the DRDO(as advised by NCST to Ministries/Departments in August 2021) for looking after the grievances of STs within the organization
- An advisory may also be issued to sensitize the employees about the rights of the STs and their grievance handling mechanism.


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 02.1.2024 at 12:00 (Noon) under the Chairmanship of Shri Ananta Nayank, Hon'ble Member, NCST, New Delhi in the case of Shri Kshitij Kumar (Technician B), TBRL, Ramgarh Range, DRDO, Chandigarh. regarding Harassment of ST employee by the Upper Caste employees and Management of TBRL, DRDO

I	<u>DRDO, Chandigarh</u>
	Shri Prateek Kishore, OS & SC 'H', Director TBRL
II	<u>Petitioner</u>
	Shri Kshitij Kumar