



सत्यमेव जयते

**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-1790/TS/132/2024-RO-BHUV-RU-III

16.06.2025

**The Registrar**

University Of Hyderabad,  
C.R. Rao Road, Central University P.O., Gachibowli.,  
Hyderabad, Telangana 500046


**Sub: Representation dated 20.11.2024 received from Shri Digambar Pawar, Associate Professor, School of Computer and Information Sciences, University of Hyderabad, Telangana regarding harassment in service in the matter of promotion.**

Mam/Sir,

I am directed to enclose herewith a copy of the minutes of the sitting held under the Chairmanship of Shri Jathothu Hussain, Hon'ble Member, National Commission for Scheduled Tribes (NCST) on 24.05.2025 at NCST, New Delhi on the above mentioned subject.

It is requested that the action taken/ to be taken in the matter may be submitted to NCST within stipulated time from receipt of the letter, for placing it before Hon'ble Commission.

Yours faithfully,

  
(Dr. P. Kalyan Reddy)  
Director

E-mail:- [kalyanreddy.p@ncst.nic.in](mailto:kalyanreddy.p@ncst.nic.in) Ph No. 011-20819841

Copy to:-

1. Shri Digambar Pawar  
Eb104, School Of Computer And Information Sciences, University Of Hyderabad,  
Hyderabad,Telangana -500046  
Email - dpr@uohyd.ac.in Mobile No:7601010528
2. PS to Hon'ble Member (Shri Jathothu Hussain), NCST.
- ✓ 3. NIC, NCST for uploading on the website of the Commission.



**NATIONAL COMMISSION FOR SCHEDULED TRIBES**  
**NCST/SER-1790/TS/132/2024-RO-BHUV**

Minutes of the sitting held under the Chairmanship of Shri Jatothu Hussain, Hon'ble Member, National Commission for Scheduled Tribes at Dilkusha Guest House, Hyderabad, in the case of Shri Digambar Pawar, Associate Professor, School of Computer and Information Sciences, University of Hyderabad, Telangana regarding harassment in service in the matter of promotion.

**Date of the sitting: 24.05.2025 at 12:10 (Noon)**  
**Participants in the Sitting - As per Annexure**

Shri Digambar Pawar, Associate Professor, School of Computer and Information Sciences, University of Hyderabad, vide his petition dated 20.11.2024 has raised a grievance regarding alleged discrimination in the promotion process to the post of Professor under UGC-CAS guidelines. He contends that despite being eligible since 2020 and applying under the 2010/16 regulations on 29.07.2022, his application was delayed and mishandled by the administration, leading to his exclusion from a special drive interview held on 26.08.2023, whereas two general category colleagues with later eligibility dates were considered and promoted. He alleges that procedural lapses such as missing signatures, non-recording of APAR grades and subjective delays were not applied to others and asserts that his application was on par or better, supported by his academic record. He further claims that he received no objective reason for rejection and was subjected to differential treatment in evaluation criteria.

2. NCST vide notice dated 22.01.2025 sought facts and comments from the Registrar, University Of Hyderabad, Hyderabad within 30 days from receipt of the Notice., University of Hyderabad vide letter no. UH/Rectt./CAS-SCIS/2025/1534 dated 19.02.2025 has informed that the grievance of Dr. Digambar Pawar regarding his promotion was thoroughly examined and a detailed reply was provided to him. The University explained that while Dr. Pawar had applied for promotion under the 2010/16 Regulations, the matter was pending UGC approval and he later re-applied under the 2018 Regulations but was not promoted due to eligibility timelines set by UGC amendments. The University clarified that his application could not be processed under old regulations unless UGC permits re-application without a one-year gap after an unsuccessful attempt, for which the University has already sought clarification and is awaiting a response.

3. NCST has made various correspondence with the concerned authorities and petitioner, but the case could not resolved. Hence, NCST decided to discuss the issue on 8.5.2025 at New Delhi. But the sittings could not held, as the authority had sought exemption. Therefore, NCST decided to discuss the issue on 24.5.2025 at Dilkusha Guest House, Hyderabad. Accordingly, a sitting notice was issued to all concerned on 19.5.2025.

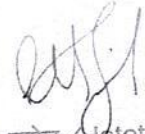
4. In the sitting, the Joint Registrar, University of Hyderabad, Dean, School of Engineering Sciences and the petitioner were present.

5. The petitioner has informed that just to delay the process they have addressed to the UGC. Though his API score is more than 300 and he has guided 2 Ph.D students against the mandatory norm of 1 student he was not considered.

6. The authority has informed that though he was eligible for promotion in 2020 , he has applied in 2022 only. It was agreed that there was some delay in processing the CAS application due to the lack of clarity. The Joint Registrar has informed that he was suggested to approach anti discrimination officer.

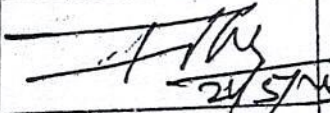
7. After hearing to both the parties the following recommendations are made with a direction to submit the Action taken report within 30 days from the receipt of minutes.

- a. The Registrar may submit the action taken by the administration after the petitioners representation to the Vice Chancellor.
- b. The discriminatory attitude of Prof Atul Negi towards the ST Faculty may be inquired and necessary action to be taken.
- c. A committee may be constituted to look into the grievances of the petitioner and his request to provide promotion from retrospective date and the same may give recommendations in 15 days time.
- d. The petitioner is advised to submit his application this time also.

  
जाटोतु हुसैन / Jatothu Hussain  
(Jatothu Hussain)  
भारत सरकार / Government of India  
राष्ट्रीय अनुसूचित जनजाति आयोग  
National Commission for Scheduled Tribes  
नई दिल्ली / New Delhi



List of participants of the sitting held on 24.5.2025 at Hyderabad under the chairmanship of Shri Jatothu Hussain, Hon'ble Member, NCST

Sr. No.	Name and Designation	Address & Phone No.	Signature
I	<u>National Commission for Scheduled Tribes</u>		
1.	Dr. P.K Reddy Director		
2.	NCST Officials		
II	<u>University of Hyderabad</u>		
Sr. No.	Name and Designation	Address & Phone No.	Signature
	Shankaram Prasanna	University of Hyderabad	 24/5/25
III	<u>Petitioner</u>		
	Dr. D. Pawar	7651010528	