



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)

File No.- NCST/SER-1310/OR/54/2024-RO-BHUV

Dated 08.07.2025

To,

1. The Commissioner-Cum-Secretary,
School and Mass Education Department,
Government of Odisha,
Odisha Secretariat, Bhubaneswar-751001
Email Id: secysme@gmail.com
2. The Commissioner-Cum-Secretary,
Higher Education Department,
Government Of Odisha,
Odisha Secretariat,
Bhubaneswar- 751001

Sub: Representation of Smt. Amita Nayak, Junior Lecture Economic, MPC, Higher Secondary School, Baripada-757001 and others regarding alleged physical, mental and sexual harassment by Mr. Subhankar Sahoo, Principal, Maharaja Purna Chandra(M.P.C.) Higher Secondary School, Baripada.

महोदय/महोदया,

I am directed to enclose herewith a copy of the minutes of the sittings held on 06.06.2025 at 02:10 PM under the Chairmanship of Shri Jatothu Hussain, Hon'ble Member, National Commission for Scheduled Tribes at New Delhi on the above mentioned subject, for information.

Yours faithfully,

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

Copy for information:-

1. Smt. Amita Nayak And Others,
Lecture In Economic, M.P.C. Higher Secondary School, Baripada, Mayurbhanj,
Mayurbhanj, Odisha - 757001
Mobile No:7978805522
2. PS to Hon'ble Member (JH), NCST
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 Jatothu Hussain, Hon'ble Member, National Commission for Scheduled Tribes at Lok Nayak Bhawan, New Delhi in the case of Smt. Amita Nayak and others regarding harassment at workplace.

(NCST/SER-1310/OR/54/2024-RO-BHUV)

Date of the Sitting: 06/06/2025, 02:10 PM

Participants in the Sitting: As per Annexure

A group of junior lecturers namely Smt. Amita Nayak, Smt. Tapaswinee Naik, Miss Sunita Pradhan, Smt. Chhandita Biswal and Smt. Durgabati Hansdah had jointly submitted a petition dated 26.12.2023 alleging physical, mental and sexual harassment by Mr. Subhankara Sahoo, Principal of M.P.C. Higher Secondary School, Baripada. They have stated that Mr. Sahoo derives sadistic pleasure by exploiting ST women staff, threatens them with adverse remarks in their PARs, makes demeaning casteist and gender-based remark and shows clear bias against female employees by preferring male staff for important roles. He has allegedly forced them to sign unrelated financial documents, collected money from outsiders for hostel parking and violated government guidelines by appointing a male trainer for the Self-Defence Training Programme for girls. The petitioners have requested to conduct a physical audit of financial transactions of the past five years and take urgent action, including a fair and impartial inquiry into the matter and urged for measures to create a safer working environment for ST women staff.

2. NCST vide notice dated 10.05.2024 sought facts and comments from the Commissioner-Cum-Secretary, School and Mass Education Department and Commissioner-Cum-Secretary, Higher Education Department, Government of Odisha within 30 days.

3. Higher Education Department, Govt. of Odisha, Bhubaneswar vide Letter No. GCET-MISC-0442-2023/21409/HE dated 30.05.2024 has informed that Shri Subhankar Sahoo, Ex-Principal, MPC Higher Secondary School, Baripada, has already been placed under suspension vide Order No. 156/HE dated 03.01.2024. Additionally, the Collector & District Magistrate, Mayurbhanj has been requested vide Letter No. 18697/HE dated 13.05.2024 to have the matter inquired into by the Local Complaints Authority as per the Vishakha Guidelines. It has further been submitted that action is being initiated for disciplinary proceedings against Shri Subhankar Sahoo under Rule-15 of the OCS (CC&A) Rules, 1962. This was sent to the petitioner for information vide NCST letter dated 03.10.2024.

4. The petitioner, Smt. Amita Nayak, Lecturer in Economics, M.P.C. Higher Secondary School, Baripada, vide her rejoinder dated 17.02.2025 has expressed dissatisfaction with the investigation conducted by Higher Authorities into her complaint of physical, mental and sexual harassment by Shri Subhankara Sahoo, Ex-Principal of the same institution. She states that contrary to the report of the Regional Directorate of Higher Secondary Education, Bhubaneswar, she had initially submitted a written complaint to the Principal himself before approaching the police. She alleges that the authority's claim of "misunderstanding" is false and that caste-based derogatory remarks were made against her by the Principal. She also challenges the validity of adverse remarks recorded in her Performance Appraisal Report (PAR), asserting that these were done maliciously and without due process, even when the Principal was under suspension. She urges the Commission to take serious note of the vindictive and casteist attitude demonstrated against her as an ST woman and to ensure justice through appropriate action.

5. The Commissioner-cum-Secretary to Government, Higher Education Department, vide his letter dated 03.04.2025 has informed that upon receipt of a petition from Smt. Amita Nayak and others, the said Principal was immediately placed under suspension vide order dated 03.01.2024. The Collector, Mayurbhanj, was directed to conduct an inquiry through the Local Complaint Committee (LCC). The LCC, in its report dated 13.09.2024, concluded that the matter may be disposed of prima facie as both parties had agreed to settle the issue amicably. The issue was remain unresolved, hence, NCST decided to discuss the issue with the authority and the petitioner on 06.06.2025. Accordingly, a Sitting Notice was sent on 28.05.2025.



जाटोतु हुसैन / Jatothu Hussain

सदस्य / Member

भारत सरकार / Government of India

राष्ट्रीय अनुसूचित जनजाति आयोग

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नई दिल्ली / New Delhi

6. The Commissioner-cum-Secretary to Government, School & Mass Education Department, Govt. of Odisha vide letter no. 14989/CSSME dated 2.6.2025 has furnished the facts and stated that the Higher Education Department is the cadre controlling authority of the accused officer and the Department has no role in disciplinary action against the officer. Hence, exemption may be granted to attend the sitting.

7. In the sitting, Secretary, Higher Education Department, Govt. of Odisha was present and petitioner joined via phone. The petitioner reiterated her earlier submission and requested for transfer. The Secretary, Higher Education Department informed that the report of District Committee under the POSH Act was not accepted and department had ordered for re-inquiry. Further, the disciplinary proceedings against the Mr. Subhankara Sahoo were ongoing and would be conducted as per service rules. The petitioner request for transfer would be considered favourably. Further action is being initiated to remove the adverse remarks in the PAR of the petitioner.


8. It was observed that the department has taken corrective action. The request of petitioner for transfer as desired by her may be considered by department was also appreciated.

9. After discussion with the Secretary, Higher Education and facts submitted by School & Mass Education Department, Govt. of Odisha, it was suggested /recommended that the Higher Education Department Govt. of Odisha may consider the request of the petitioner for transfer to suitable place, as assured in the sitting. At present no further action is warranted on part of NCST.



(Jatothu Hussain)
जाटोतु हुसैन / Jatothu Hussain
सदस्य / Member
भारत सरकार / Government of India
राष्ट्रीय अनुसूचित जनजाति आयोग
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नई दिल्ली / New Delhi

List of participants of the sitting held on 06.06.2025 at 3.30... under the Chairmanship of Shri Jatothu, Hussain, Hon'ble Member, NCST

Sl. 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>Commissioner-Cum-Secretary, School and Mass Education Department, Govt. of Odisha</u>		
Sl. No.	Name and Designation	Address & Phone No.	Signature
III	<u>Commissioner-Cum-Secretary, Higher Education Department, Govt. of Odisha</u>		
	Arunind Agrawal Secretary, Higher Education Deptt.		
IV	<u>Petitioner</u>		
		over phone	