



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-1877/TS/200/2025-RO-BHUV/RU-III

Dated: 07.08.2025

To

The Principal Secretary
Backward Classes Welfare Department
Government Of Telangana,
Dr BR Ambedkar Secretariat Buildings
Hyderabad, Telangana 444601

Sub: Representation dated 23.12.2024 received from K.Jhansi Lakshmi, Administrative Officer, O/o the Commissioner BC Welfare Department, Hyderabad regarding harassment at workplace.

महोदय/महोदया,

I am directed to enclose herewith a copy of the minutes of the sittings held on 18.07.2025 at 04:20 PM under the Chairmanship of Shri Jatothu Hussain, Hon'ble Member, National Commission for Scheduled Tribes at Dilkusha Guest House, Hyderabad 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 Commission.

Yours faithfully,

(डॉ.पी.कल्याण रेड्डी/Dr. P. Kalyan Reddy)

निदेशक/Director

Telephone No. : 011-20819841

Copy for information:-

1. Ms. K Jhansi Lakshmi,
Office Of Commissioner Bc Welfare Department, 6Th Floor Dss Bhawan,
Masab Tank, Hyderabad-550028, Telangana,
Hyderabad, Telangana - 500028
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 Dilkusha Guest House, Hyderabad in the case of Smt. K. Jhansi Lakshmi, Administrative Officer, O/o Commissioner, BC Welfare Department, Hyderabad regarding harassment at workplace.

Date of the Sitting: 18/07/2025, 04:20 PM
Participants in the Sitting: As per Annexure
NCST/SER-1877/TS/200/2025-RO-BHUV/RU-III

Smt. K. Jhansi Lakshmi, Administrative Officer, O/o Commissioner, BC Welfare Department, Hyderabad, vide her petition dated 23.12.2024 has alleged continuous caste-based discrimination and harassment at her workplace by senior officials including Shri Mallaiah Battu, Shri Chandra Shekar, Smt. T. Padmaja, Shri Udyaprakash, Smt. S.K. Farzana, and Shri Hemanth Kumar. She claims that she has been mentally harassed, threatened with suspension, denied salary, and verbally abused, particularly after being assigned responsibilities or seeking promotions. Despite multiple incidents involving hostile behavior and pressure tactics to relinquish duties, she refrained from formally complaining earlier, relying on verbal assurances. She states that she belongs to the Scheduled Tribe (Koya) community, is the sole breadwinner of her family, and now finds herself in mental distress and unable to work under prevailing circumstances. She has requested the Commission to intervene urgently, provide her with protection, and take stringent action against the officials responsible for the harassment.

2. In the sitting held on 05.05.2025, the Commission recommended the following and minutes were sent on 12.06.2025-"After discussion with the Secretary, Backward Classes Welfare Department, Gov of Telangana and petitioner (Joined via phone), it is concluded that there is no action pending at NCST and the case may be closed."

3. However the Commission has again decided to discuss the issue with the authority and the petitioner on 18.07.2025. Accordingly, a Sitting Notice was sent on 14.07.2025. The Principal Secretary to the Government, BC Welfare Department, Government of Telangana has attended the hearing and also the Petitioner Smt. Jhansi Laxmi has attended the hearing.

4. Smt. K. Jhansi Lakshmi, Administrative Officer, O/o Commissioner, BC Welfare Department, Hyderabad, has informed that she came to know from the reliable sources that her name was not included in the DPC list and she has apprehensions that she will be sidelined as she has approached the NCST and recently the Commissioner has spoken harshly warning her. She states that she belongs to the Scheduled Tribe (Koya) community, is the sole breadwinner of her family, and now finds herself in mental distress and unable to work under prevailing circumstances.

5. The authority has informed that she has been negligent in her duties and was given a charge memo/show cause notice seeking explanation as part of regular administrative procedure and has not even communicated her explanation for it when it was served to her over whatsapp. Further her husband unnecessarily interferes in office matters and many of the staff are complaining about it affecting the decorum of the office. Further she has the habit of complaining against all the officers who have asked her and guided her with regard to office work.

6. After hearing to both the authority and petitioner, the following recommendations are made and action taken report may be sent within 30 days—

- The Commissioner, BC welfare Department is advised to facilitate to maintain healthy office relations among the staff.
- The petitioner being a first generation employee from a vulnerable ST Adivasi community, she may be excused for her mistakes if any made out of ignorance and handheld to perform her duties effectively by giving her opportunity to work in the field which will enable her to take up tasks assigned to her confidently in future.
- With regard to the promotions the existing GOs/ Service rules may be followed.
- The petitioner may be allowed to avail OD for attending the hearing as per her entitlements.

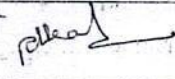


(Jatothu Hussain)

जाटोतु हुसेन / Jatothu Hussain
सदस्य / Member
भारत सरकार / Government of India
राष्ट्रीय अनुसूचित जनजाति आयोग
National Commission for Scheduled Tribes
नई दिल्ली / New Delhi

F. No NCST/SER-1877/TS/200/2025-RO-BHUV/RU-III

List of participants of the sitting held on 18.07.2025 at 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>Backward Classes Welfare Department</u>		
Sr. No.	Name and Designation	Address & Phone No.	Signature
I)	E. SRIDHAR	R. NO. 34. Secy. B. C. Welfare Dept.	
III	<u>Petitioner</u>		
	K. Jhansi Laxmi A.O. B.C.W.	7702342206	