



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-2341/MHFW/1/2025-RU-III

Dated: 18.08.2025

To

The Dean
ESIC Medical College & Hospital,
Sedam Road,
Gulbarga, Karnataka 585106
Email Id: deanmc-gb.kar@esic.nic.in
Tel. No: 08472265546


Sub: Alleged caste-based harassment and discrimination against ST employee – a representation dated 9.4.2025 of Smt. Nirmala L, Assistant Nursing Superintendent, ESIC Medical College & Hospital, Kalaburagi, Karnataka.

महोदय/महोदया,

I am directed to enclose herewith a copy of the minutes of the sittings held on 07.08.2025 at 04:50 PM under the Chairmanship of Shri Jatothu Hussain, Hon'ble Member, National Commission for Scheduled Tribes at New Delhi 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. Smt. Nirmala L,
Asst Nursing Superintendent,
ESIC Medical College & Hospital,
Sedam Road, Kalaburagi,
Karnataka - 585106
nirmala10999@gmail.com Mobile No:9148798734
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. Nirmala L., Assistant Nursing Superintendent, ESIC Medical College & Hospital, Kalaburagi, Karnataka regarding alleged caste-based harassment and discrimination against ST.

NCST/SER-2341/MHFW/1/2025-RU-III
Date of the Sitting: 7/08/2025, 4:50 PM
Participants in the Sitting: As per Annexure

Smt. Nirmala L., Asst. Nursing Superintendent, ESIC Medical College & Hospital, Kalaburagi, vide her petition dated 09.04.2025, has alleged severe atrocities and discrimination against her as a Scheduled Tribe employee by Mrs. Kothapalli Elizabeth and the hospital administration. She states that after her promotion as Nursing Superintendent (I/C) on 20.03.2024, Mrs. Elizabeth targeted her on official WhatsApp groups, refused to work as a link officer, portrayed her as inefficient, displayed misconduct, applied office rules inconsistently, and mentally harassed her to the extent of causing suicidal thoughts, ultimately leading to her resignation. Despite multiple complaints to the Dean and Medical Superintendent regarding harassment and administrative bias favouring Mrs. Elizabeth, no remedial action was taken. The petitioner highlights that office orders were manipulated to undermine her authority and later restored when Mrs. Elizabeth assumed the Nursing Superintendent post. She asserts that the continued harassment and administrative apathy amount to atrocities under the SC/ST (Prevention of Atrocities) Act, 1989, and seeks immediate legal intervention and protection of her rights.

2. The Commission issued notice to the Dean, ESIC Medical College & Hospital, Gulbarga on 13.06.2025 seeking facts and comments within 30 days from receipt of the notice. The reply was not received, hence, NCST has decided to discuss the issue with the authority and the petitioner on 07.08.2025. Accordingly, a Sitting Notice was sent on 29.07.2025.

3. In the sitting, the Dean, ESIC Medical College & Hospital, Kalaburagi and petitioner were present. The petitioner reiterated her submission and stated that the management is not doing justice with her. The Dean, ESIC Medical College & Hospital, Kalaburagi has furnished the facts and comments and stated that there is no discrimination has been meted out with the petitioner on caste basis. Further, it was also informed that a Committee was constituted to re-examine the issue. The Committee in its concluding para has stated that the allegations of harassment at workplace prima facie appear true. However, the same was not under the purview of this committee, hence, has not been examined.

4 After discussion with the Dean, ESIC Medical College & Hospital, Kalaburagi and petitioner, the following recommendations were made and action taken thereon may be submitted within 30 days from receipt of the minutes.



- The ESIC administration is advised to initiate action for posting/ transfer of opponent to other place, for peaceful working environment.
- The petitioner may be posted back at her previous post
- The petitioner is also advised to cooperate with the management
- The ESIC management may issue an advisory for sensitization of the officers/employees of the organization regarding ST persons
- An Internal Grievance Committee may be constituted to look after the grievances of ST employees, as suggested by NCST in Aug, 2021 to all Ministries /Departments and State /UTs (copy enclosed)
- TA and Special leave may also be granted / reimbursed in favor of the petitioner, as per her entitlement.



(Jatothu Hussain)

जाटोतु हुसैन / Jatothu Hussain
सदस्य / Member
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 7.8.2025 at ~~4-50~~..... under the chairmanship of Shri Jatothu Hussain, Hon'ble Member, NCST at New Delhi.

| 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>ESIC Medical College & Hospital</u> | | |
| Sr. No. | Name and Designation | Address & Phone No. | Signature |
| 1. | Dr. S.V. Kshirsagar Dean, ESIC medical College, Kalaburgi | Dean office, ESIC mc. Aulbarga 585106 |  |
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| | | | |
| | | | |
| III | <u>Petitioner</u> | | |
| | Nirmala L ANS ESIC medical College & Kalaburgi | |  |
| | | 9148798734 | |
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