



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-2264/MFIN/6/2025-RU-III

21.11.2025

To

The Chairman
Central Board Of Direct Taxes,
Ministry Of Finance, North Block,
New Delhi - 110001
Email Id: chairmancbdt@nic.in


Sub: Complaint regarding denial of retirement benefits, non-acceptance of VRS, and workplace discrimination against Smt. Sangita Y. Gokhale, Retired ACIT, Mumbai - a representation dated nil by Smt. Sangita Y. Gokhale, 2/804, Ratnashree Tower No. 2, Hari om Nagar, Mulund (E), Mumbai - 400081.

महोदय/महोदया,

I am directed to enclose herewith a copy of the minutes of the sitting held on 10.11.2025 at 2:00 PM under the Chairmanship of Shri Jatothu Hussain, Hon'ble Member, National Commission for Scheduled Tribes, Lok Nayak Bhawan, Khan Market, New Delhi 110003 on the above mentioned subject.

2. 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. Sangita Yashwant Gokhale,
804 Ratna Shree Tower 2 Hari Om Nagar Mulund (E),
Mumbai Suburban, Maharashtra - 400081
sygokhale.uv267@gmail.com Mobile No:9969234363
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. Sangita Y. Gokhale, Assistant Commissioner of Income Tax (ACIT), Mumbai regarding non acceptance of her VRS application by CBDT.

F. No. NCST/SER-2264/MFIN/6/2025-RU-III

Date of the Sitting: 10/11/2025, 02:00 PM

Participants in the Sitting: As per Annexure

Smt. Sangita Y. Gokhale, Assistant Commissioner of Income Tax (ACIT), Mumbai (Civil Code: 16625), vide her representation dated Nil has alleged that the Central Board of Direct Taxes (CBDT) and Principal Chief Commissioner of Income Tax (Pr.CCIT), Mumbai have denied her legitimate retirement benefits following her Voluntary Retirement Scheme (VRS) application dated 06.10.2023, which was submitted due to her serious medical condition (acute spondylitis) supported by CGHS medical certification. The petitioner has stated that the mandatory three-month period for acceptance of VRS under FR 56(K) expired on 08.01.2024, making the retirement effective from 09.01.2024. She completed all formalities, including the surrender of official items and submission of retirement benefit claims. However, the department issued a rejection of VRS via email dated 24.01.2024 (after the expiry of the mandatory period), without providing any reason or prior correspondence, which is contrary to DoPT/CBDT rules and legal precedents. She further alleged discrimination in the denial of earned/medical leave (approved by Addl. CIT but not sanctioned by PrCIT), especially while similar leave was granted to another officer for non-medical reasons.

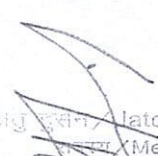
2. NCST vide Notice dated 16.6.2025 had referred the matter to the Chairman, CBDT, New Delhi for furnishing the facts and comments within 31 days from receipt of the Notice.

3. The CBDT vide letter no. A-38012/68/2023-Ad.VI(A) dated 19.8.2025 has submitted a point wise reply and sated that her VRS notice dated 06.10.2023, intended to take effect from 08.01.2024 was received by the Board on 11.12.2023, but was rejected on 22.01.2024 with approval of the competent authority. The period of 90 for acceptance of VRS request cannot applied mechanically particularly in cases where the vigilance status in respect of the officer is under cloud. Petitioner's case had been referred to the CVC on 10.06.2025 for first-stage advice on initiation of major penalty proceedings. The Department has asserted that she remains in government service with superannuation due on 31.07.2029, and her absence since 09.01.2024 is treated as unauthorized, thus pension or retirement benefits cannot be released. It was further stated that her allegations of harassment and discrimination as an ST woman employee are without evidence, that she was declared "unfit" for promotion due to unauthorized absence. It was also informed that the petitioner has filed an OA No. 1686/2024 in the matter before Hon'ble CAT, Mumbai, which is still pending.

4. NCST decided to discuss the issue with the concerned authority and petitioner on 10.11.2025. Accordingly, a sitting notice was issued to all concerned on 4.11.2025.


5. In the sitting, Add. Director General (Vigilance), New Delhi alongwith other officers were present on behalf of Chairman, CBDT. The petitioner was also present. The petitioner reiterated her submissions and stated that she was facing a financial crisis due to her retirement benefits and pension not being paid to her. She was also suffering from various issues including spondylitis. She requested that her VRS should be accepted and terminal benefits and pension should be released in her favour. The officials from CBDT stated that she cannot be considered retired because her VRS was not accepted. They also reiterated that the case is pending in CAT. It was also informed that the Central Vigilance Commission vide OM dated 14.8.2025 has advised CBDT to initiate major penalty proceedings against the petitioner (the then ACIT, Vapi Circle) subject to the outcome of Hon'ble CAT, Mumbai. IO/PO may be appointed within 2 months and inquiry shall be completed within 6 months period in the case. It is also advised that in cases which disciplinary action is under active consideration and official has applied for VRS the communication of rejection must be given within 3 months to avoid misuse of Rule 56(k).

6. During discussion, it was observed that the petitioner has filed a case before the Hon'ble CAT at Mumbai vide OA No. 1686/2024. Hence, at present no action is warranted on part of NCST. However, the CBDT may re-examine the issue on humanitarian grounds.

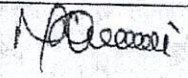
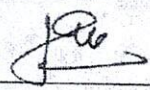
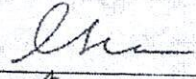
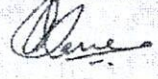

जतोथु हुसैन / Jatothu Hussain
सदस्य / Member
भारत सरकार / Government of India
राष्ट्रीय अनुसूचित जनजाति आयोग
National Commission for Scheduled Tribes
नई दिल्ली / New Delhi

7. After discussion with the officers of CBDT and petitioner, the following recommendations were made and action taken there on may be submitted to NCST within 30 days from receipt of the Minutes –

- CBDT to re-examine the case considering her illness and non-payment of salary/pension since February 2024
- CBDT may consider accepting the petitioner's VRS in light of the discussion held in the sitting and the petitioner's illness.


(Jatothy Hussain)
जाटोथु हुसैन / Member
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 10.11.2025 at 4.4.4.4 under the chairmanship of Shri Jatothu Hussain, Hon'ble Member, NCST at New Delhi.

Sr. No.	Name and Designation	Address & Phone No.	Signature
I			
National Commission for Scheduled Tribes			
1.	Dr. P.Kalyan Reddy Director		
2.	NCST Officials		
II			
CBDT			
Sr. No.	Name, Designation and Address	Phone No.	Signature
1	M. H. Naik PCIT AO 10, Mumbai	7674999189	
2.	JAVED ARHTAR ADG VIGILANCE	9969238209	
3.	GHANSHYAM KUMAR Director, CBDT	9650809415	
4.	Nitin P. Mane Under Secretary, CBDT	9868565345	
III			
Petitioner			
5.	Sangram Gokhale	9969236363	