



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-1461/MINB/1/2024-SSW (RU-III)

21.11.2025

To

The Director General,
Prasar Bharati
Doordarshan Bhavan,
Copernicus Marg, New Delhi - 110001
Email Id: dgdd@prasarbharati.gov.in, Tel. No: 01123114599


Sub: Harassment and Discrimination of ST employee by higher officers of Doordarshan Kendra, Prayagraj - a representation dated nil by Shri Victor Murmu, Cameraman (Grade III), Doordarshan Kendra, Prayagraj.

महोदय/महोदया,

I am directed to enclose herewith a copy of the minutes of the sitting held on 11.11.2025 at 02:00 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. Shri Victor Murmu,
24/3C/1, Master Zaharul Hasa N Road,
Naya Katra, Prayagraj,
Uttar Pradesh - 211001
(Mobile No:9506204153)
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 Shri Victor Murmu, Cameraman Grade II (Contractual), DDK Prayagraj regarding caste abuse and humiliation at workplace

Date of the Sitting: 11/11/2025, 02:00 PM
Participants in the Sitting: As per Annexure
NCST/SER-1461/MINB/1/2024-SSW

Shri Victor Murmu, Cameraman Grade II (Contractual), DDK Prayagraj, vide his representation dated 22.04.2024, has alleged humiliation and exploitation at his workplace. He stated that he has been serving under PrasarBharati, DG Doordarshan since 2008, and has been subjected to caste-based abuse and harassment by Mr. Abhisek Tiwari, Head of Programme, DDK Prayagraj, who repeatedly compelled him to perform degrading tasks such as disposing of urine, calling him "Bhangi," and threatening to stop his salary when he refused. Shri Murmu alleged that his salary has been withheld since February 2024 and his tour bills were not processed, pushing him into financial distress and jeopardizing his child's education. He submitted that such conduct has created an atmosphere of humiliation and coercion, making it difficult for him to continue his service, and requested the Commission's intervention for justice and relief.

2. NCST vide notice dated 18.07.2025 sought facts and comments from the Director General, Prasar Bharati, Doordarshan Bhawan within 30 days.

Reply has not been received; hence, NCST has decided to discuss the issue with the authority and the petitioner on 11.11.2025. Accordingly, a Sitting Notice was sent on 04.11.2025. The Director General, Prasar Bharati, Doordarshan Bhawan, New Delhi vide letter no. DG/PS/2025 dated 11.11.2025 has deputed DDG, Doordarshan Kendra, Lucknow and DDG, Zonal Office, Delhi.

4. In the sitting, Both the officers from Doordarshan and petitioner were present. The petitioner informed that he had been continuously harassed by Mr. Abhisek Tiwari, Head of Programme, DDK Prayagraj since last 2 years. Furthermore, last year, Mr Tiwari did not send his APAR due to which his contract could not be renewed and it was renewed after an investigation. This year also Mr Tiwari had intentionally sent blank APAR due to which contract could not be renewed again and he suffered financially. His daughter was also removed from school due to non payment of fees. The officials of Prasar Bharati (Doordarshan) admitted that, prima facie, the complaint appeared genuine and that the said officer had indeed been harassing the petitioner. The Commission appreciated their candour but expressed concern over the fact that no disciplinary proceedings had been initiated against the accused as per the applicable service rules.

5. During discussion, it was observed that representation of ST employees in institutions like PrasarBharati is already very limited and incidents of harassment and humiliation of ST employees not only violate service conduct rules but also severely demotivate them. It emphasized that such behaviour has no place in reputed public institutions and noted that the strictest disciplinary action be taken against the erring officer in accordance with the service rules.

6. After hearing both the sides, the Commission recommends the following and action taken report may be submitted in 30 days—

- The PrasarBharati may initiate appropriate disciplinary action against Shri Abhisek Tiwari, Head of Programme, DDK Prayagraj, in accordance with the applicable service rules, as the officials of Doordarshan have admitted that the complaint appears to be prima facie genuine. The outcome of such action may be communicated to NCST.
- The petitioner may be reinstated and pending salary and tour bills, if any, be examined and released expeditiously. Suitable administrative support be extended to him
- The Commission further recommends that PrasarBharati may ensure fair treatment and protection of all ST employees working in contractual or permanent capacities
- An Internal Grievance Redressal Committee may be constituted in Doordarshan, as per advised of NCST in 3rd Aug, 2021 to all Ministries/Departments.

(Jatothu Hussain)

जाटोतु हुसैन / Jatothu Hussain

सदस्य / Member

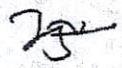
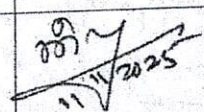
भारत सरकार / Government of India

राष्ट्रीय अनुसूचित जनजाति आयोग

National Commission for Scheduled Tribes

F. No. NCST/SER-1461/MINB/1/2024-SSW

List of participants of the sitting held on 11.11.2025 at 4:40 PM 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.Kalyan Reddy Director		
2.	NCST Officials		
II <u>Prasar Bharati, New Delhi</u>			
Sr. No.	Name, Designation and Address	Phone No.	Signature
1	ANUPAM SWAKUP DDG, Boardman Lucknow	8460212710	
2.	Mohan Lal Meena DDG, o/o ADG(NZ) Seochi Bhawan, N.D.	7424805919	
III <u>Petitioner</u>			
	VICTOR MURMU Campaigner Raigarh	7905245683	