



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-2725/MHFW/5/2025-RU-III

21.01.2026

The Director

ABVIMS & Dr. Ram Manohar Lohia Hospital,
Baba Kharak Singh Marg, Near Gurudwara Bangla Sahib,
New Delhi - 110001
Tel. No: 23365552

Sub: Caste-based harassment and mental harassment at workplace – a representation dated 12/06/2025 of Smt. Shashi Prabha Nursing Attendant, RML Hospital, New Delhi.

Mam/Sir,

I am directed to enclose herewith a copy of the minutes of the sitting held under the Chairmanship of Shri Jathothu Hussain, Hon'ble Member, National Commission for Scheduled Tribes (NCST) on 05.01.2026 at NCST, New Delhi on the above mentioned subject.

It is requested that the action taken/ to be taken in the matter may be submitted to NCST within stipulated time from receipt of the letter, for placing it before Hon'ble Commission.

Yours faithfully,


(Dr. P. Kalyan Reddy)
Director
Ph No. 011-24641640

Copy to:-

1. Smt. Shashi Prabha Tudu,
Nursing Attendant, Department Trauma ICU (Critical Care Medicine)
ABVIMS & Dr. Rml Hospital, Baba Kharak Singh Marg,
New Delhi - 110001
Mobile No:8920225563
2. PS to Hon'ble Member (Shri Jathothu Hussain), 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 New Delhi in the case of Smt. Shashi Prabha Nursing Attendant, RML Hospital, New Delhi regarding Caste-based harassment and mental harassment at workplace.

File No.: NCST/SER-2725/MHFW/5/2025-RU-III

Date of the Sitting: 5.1.2026 at 1:15 PM

Participants in the Sitting: As per Annexure

Smt. Shashi Prabha Tudu, Nursing Attendant, Department – Trauma ICU (Critical Care Medicine), ABVIMS & Dr. RML Hospital, New Delhi—110001, vide her petition dated 12/06/2025 has stated that she is being mentally harassed by Mrs. Poonam Pasrija and Mrs. Surinder Kaur, who are repeatedly preventing her from using the changing room despite permission granted by Dr. Ranvinder Kaur (Director Professor and H.O.D.); she lodged an earlier complaint to the administrative office (E2 Section, E-file No. 25460, complaint No. E2-11021/10/2025 R.M.L.) on 14/05/2025 and another complaint (E-282044/2025) on 29/05/2025 after an incident on 20/05/2025 when Mrs. Surinder kaur reportedly knocked the changing-room door and used an insulting caste-based remark; she also reports that on 21/05/2025 Mrs. Poonam publicly accused her in connection with a missing item (initially alleged "injection fentanyl", later stated as a sandal belonging to Mrs. Pramila), after which the four sister-in-charges were transferred—she requests that the Commission consider the matter and issue a circular to prevent recurrence.

2. NCST vide notice dated 07.10.2025 sought facts and comments from the Director, ABVIMS & Dr. Ram Manohar Lohia Hospital within 30 days from receipt of the Notice. Reply was not received, hence, NCST decided to discuss the issue with the authority and the petitioner on 05.12.2025. Accordingly, a Sitting Notice was sent on 02.12.2025. In the sitting, the petitioner was present but the authority was absent. Hence, the sitting was postponed and re-fixed for 5.1.2026. Accordingly, a sitting was sent on 26.12.2025. The Director, ABVIMS & RML Hospital, New Delhi vide letter dated 5.1.2026 has sought exemption and deputed Addl. Medical Supdt and Administrative Officer to attend the sitting.

3. In the sitting, the Addl. Medical Supdt and Administrative Officer of ABVIMS & RML Hospital and petitioner were present. The petitioner has reiterated her earlier submission and requested for justice. The officers of ABVIMS has provided the copy of letter no. E-II-11021-10-2025-E-II section Dr.RMLH/26 dated 2.1.2026 alongwith minutes of Fact Finding Inquiry Committee. In the letter, it has been informed that a Fact Finding Inquiry Committee was constituted and the meeting was held on 1.1.2026. Thereafter, a Show Cause Notice was issued to the Sister In-charges (Smt. Surender Kaur, Smt. Poonam Pasrija) on 3.1.2026. The reply from the opponents are awaited.

4. After discussion with the officers of ABVIMS & RML Hospital and petitioner, the following recommendations were made and action taken report may be submitted to NCST within 30 days from receipt of the minutes.

- The management of ABVIMS & RML Hospital is advised to sensitize the staff of the organisation regarding customs and culture of Scheduled Tribes communities.
- An Internal Grievance Committee for redressal of grievances of ST employees may be constituted as advised by NCST in Aug, 2021 (copy enclosed).
- The HoD and Supdt. of the department concerned may be advised to resolve the issue amicably.
- The suitable action may be initiated against the opponent / accused, if the reply is not received within the time frame of the Show Cause Notice issued by the ABVIMS & RML Hospital to them.


(Jatothu Hussain)
जाटोतु हुसैन / Jatothu Hussain
सदस्य / Member
राष्ट्रीय अनुसूचित जनजाति आयोग
National Commission for Scheduled Tribes
भारत सरकार / Govt. of India
नई दिल्ली / New Delhi

F. No NCST/SER-2725/MHFW/5/2025-RU-III

List of participants of the sitting held on 5.01.2026 at [redacted] under the chairmanship of Shri Jatothu Hussain, Hon'ble Member, NCST at New Delhi.

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