

BIHAR HUMAN RIGHTS COMMISSION

9, Bailey Road, Patna

File No. BHRC/Comp.4708/14

Subject: Grave misconduct and sexual harassment by an Electrical Superintendant Engineer of Saharsa.

Case of: AEs & JEs of Electricity Deptt. Saharsa.

Eighteen Assistant/ Junior Electrical Engineers of Saharsa including two lady officers, had complained to the Commission about Sexual harassment, shades of corruption, coercion, misbehaviour by Sh. Ramsudin Singh, Superintending Engineer, Electrical Supply Circle, Saharsa. Commission asked for a report from CMD, Bihar State Power (Holding) Company, Ltd (BSPCL), Patna.

2. **DGM**, Kosi Electric Supply Area conducted a detailed inquiry which corroborated the charges. Commission asked the CMD, BSPCL, Patna to inform on the following points:-

- (i) Administrative action taken against the Superintending Engineer.
- (ii) Whether a committee mandated under Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013 was in place and whether it took cognizance of the issue.

3. **General Manager (HR & Admin.)**, North Bihar Power Distribution Company Ltd. (NBPDC) has reported (memo no. 686 dt. 18.6.2015) that:-

- (a) **Sh. Ramsudin Singh, Superintending Engineer has been placed under suspension on 11th May, 2015.**

(b) A departmental proceeding has been started against the Suptd. Engineer and Director (Project), NBPDCCL is conducting the departmental proceeding,

(c) The matter of Sexual harassment has been referred to Smt. P. Arundhati, Chairman–cum-Superintending Engineer, Sexual Harassment Complaint Redressal Committee for a detailed probe and report with a month.

4. Commission expresses satisfaction at the actions taken by BSPCL & NBPDCCL. The General Manager (HR & Admin.), NBPDCCL should apprise the Commission by 20th August, 2015 about the result of inquiry by the Committee and actions taken thereof.

5. Copy of the order be sent to the (i) **M.D, North Bihar Power Distribution Company Ltd. Bihar, Patna** for necessary action & (ii) **CMD, Bihar State Power (Holding) Company Ltd. Bihar, Patna** for information.

Date: 24.06.2015

Sd/...
(Neelmani)
Member

SP/DS