



JEEVIKA

An Initiative of Government of Bihar for Poverty Alleviation

Bihar Rural Livelihoods Promotion Society State Rural Livelihoods Mission, Bihar



बिहार सरकार

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Ref.No. BRLPS/I.C.C./1184

Date:- 15.06.2016

OFFICE ORDER

A complaint regarding sexual harassment was lodged by a female staff of DPCU- Katihar, against Mr.Devendra Prasad Yadav, PA-Cum Steno of SPMU. Internal Complaint Committee which has been constituted by BRLPS as per provision of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and redressal) Act, 2013 enquired into the complaint.

On the basis of enquiry made by the committee, it has been found that the committee has found that the contents of the email sent to the complainant are highly objectionable and intended into threaten her. Besides, such act of Mr.Devendra Kumar Yadav would have resulted in destruction of marital life of Mrs.Alka Prakash, Manager- Social Development.

Further, committee has recommended that sending objectionable mails to the female colleagues during Office hours and threatening to malign her image in front of her husband and other colleagues in Office is highly offensive and not acceptable. Further, contacting her husband in the matter is also objectionable. During the investigation of Internal Complaint Committee, Mr.Devendra Prasad Yadav accepted the allegation levelled against her and felt sorry for such acts.

In view of the above, as recommended by the Committee, a penalty of forfeiture of performance payout and increment of Mr.Devendra Prasad Yadav for 3 Years (Three Years) i.e. FY 2015-16, 2016-17, and 2017-18 is imposed upon Mr.Devendra Prasad Yadav. He is also warned that if in future he is found guilty of such behaviour. He would be terminated.

Anand Shankar
15/6/16

(Anand Shankar)

State Project Manager-HRD

Mr.Devendra Prasad Yadav
Steno cum PA
SPMU, Patna

Copy to:-

1. Director/ OSD/ CFO
2. Chairman internal complaint committee
3. SPM-HRD
4. Complainant
5. IT Section
6. Concerned file