



JEEVIKA

An Initiative of Government of Bihar for Poverty Alleviation

Bihar Rural Livelihoods Promotion Society State Rural Livelihoods Mission, Bihar



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Ref. No. : BRLPS/ PF/ 551

Date: 21.05.18

Office Order

A complaint had been received on dated 26/02/2018 by the Manager MIS, Saharsa against Mr. Tufail Ansari, the then DPM, Saharsa, currently on LWP, regarding sexual harassment of a daily wager lady staff under his jurisdiction. The complainant alleged that Mr. Tufail Ansari had been calling her very often with inappropriate content and incessantly trying to compel her to respond to his calls. His misconduct crossed all limits when he came down to the office where she worked and asked her the reason for not responding to his calls and messages. On this, she became very angry and warned him in front of all the staff present. She requested for appropriate action against him.

The SPM HR, who happened to be there as Mentor of the district got a district level inquiry team constituted. The team submitted its report on 28/02/2018

The Inquiry Team found that Mr. Tufail Ansari had been continuously making Video calls, Audio calls and sending WhatsApp messages to the complainant which was quite disturbing for her mentally. Again, on a later date, the DPM visited the office where the complainant worked and asked her the reason for not responding to his calls. Irked, the complainant became very furious and started shouting at the DPM. She threatened that she would complain to the authorities regarding his behaviour. The inquiry team took statements of about 14 staff of the office where the incident occurred.

Mr. Tufail Ansari had also submitted written statement to the committee asserting that the reason behind the complaint was actually his denial of the complainant's request for being allowed to come late in the office because she was preparing for different examinations. He also admitted that he sent 2-3 messages to the complainant which he should not have done though there was no inappropriate word in those messages. He also claimed that he had gone to her office to apologize for the messages but the complainant shouted, misbehaved and threatened him of dire consequences.

The matter was referred to the Internal Complaint Committee (ICC), SPMU also and the report of ICC confirmed that the activities of Mr. Tufail Ansari came under the purview of the Sexual Harassment of Women at Work Place (Prevention, Prohibition and Redressal) Act, 2013 and found Mr. Tufail Ansari guilty of sexual harassment. The ICC recommended termination of the contract of Mr. Tufail Ansari, the ex- DPM. On the basis of the report of the district level Inquiry team and that of the ICC, a show cause notice was served upon Mr. Ansari to explain his conduct. Mr. Ansari replied to the show cause notice on 14.05.2018 in which he denied all the charges. He claimed that his conversation /messages to the complainant were only to console her and to keep her in good humour.

Anand Shankar

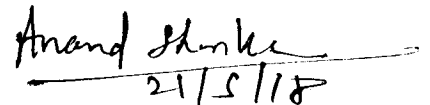
But he himself admitted that he used to talk to more than one woman employee without any official reason. It has also been gathered from the evidences on record that he sent at least 12 WhatsApp messages, tried to make at least two video calls and 27 Audio calls to the complainant. One of his messages was on communal line also, prodding the complainant to become his friend since both of them belonged to the same community. He had named some other woman employees with whom he had developed friendship and used to chat. All of them belonged to the same community. This shows his mental makeup.

Also the language of the messages sent to the complainant was not very innocent and the contents were clearly laden with sexual overtones. It becomes sexual harassment under the Act because the complainant had not only never responded to these but also very aggressively displayed her severe dislike.

In this way Mr. Tufail Ansari is guilty of grave misconduct of sexual harassment of women at workplace. He has brought severe disrepute to the Society. Besides being guilty under the Sexual Harassment of Women at Work Place (Prevention, Prohibition and Redressal) Act, 2013, he is also guilty under sub-clause 4,12,13 and 15 of clause (b) of Annexure 6 of BRLPS HRD Manual also. Hence, he cannot be retained in this organization which works mainly amongst the poor rural women and a good number of its staff is also women.

Thus the service contract of Mr. Tufail Ansari, the then DPM, Saharsa (currently on LWP) is terminated with immediate effect.

By the order of the CEO


21/5/18

(Anand Shankar)

State Project Manager-HRD

Mr. Tufail Ansari
District Project Manager
(on LWP)

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