



ALL INDIA BHARAT SANCHAR NIGAM LIMITED EXECUTIVES' ASSOCIATION

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No. AIBSNLEA/CHQ/CMD/2015-16

Dated 7.12.2015

To

Shri. Anupam Srivastava,
CMD, BSNL,
New-Delhi.

Subject: **Misbehavior with lady officer of Kerala Telecom Circle. – Action demanded as per guidelines prescribed by Government of India for dealing with cases of Harassment of women at workplace- reg**

Reference: This Association letter No.AIBSNLEA/CHQ/CMD/2015 dated 11.9.2015 addressed by name of to CMD, BSNL

Respected Sir,

Your kind attention is invited to our letter cited above by which an incident of fatal harassment of womanhood occurred in the office of CGMT, Kerala on 1-9-2015, was brought to your immediate notice.

An official meeting conducted by CGM, Kerala on 1-9-2015 was sabotaged by a group of striking employees who invaded in to the conference hall. Smt. V.K.Shobha, SDE (PR&C) a member of this association (formerly Secretary of AIBSNLEA Circle Office Branch at Trivandrum) was an official participant of the said meeting. The pre-planned strikers in an offensive mood advanced towards the lady officer as a gang and heinously abused her with sexually colored remarks in obnoxious words and extremely filthy gestures. She was narrowly escaped on that day from an attempt of physical assault by this gang.

The misdeed on the part of the group of employees invaded in to the conference hall who abused our lady member amounts to (1) violation of discipline to be charged under BSNL CDA rules (2) criminal offence punishable under Cr. P. C and (3) harassment of women at workplace to be charged as per guidelines issued by the Government of India.

Based on written complaint filed by the victim-officer and preliminary enquiry conducted thereon, the competent authority initiated disciplinary proceedings against the delinquent officials for various misdeeds of criminal nature on their part **including the**

harassment of women at workplace. Based on findings of the statutory committee constituted for handling harassment of women at workplace, the delinquent officials were recently transferred out of their SSA. This was as per the guideline prescribed by the Government of India for handling such cases of harassment of women at workplace.

Now it has come to our notice that, the trade unions to which the accused employees belong to, exert extreme political/all sort of pressure up on the circle administration to set aside all such proceedings against the accused. It is learnt that their suspension orders have been revoked without completing the enquiry proceedings. The competent authority has already recorded in the file that the delinquent officials should be put under suspension during the enquiry, to prevent further criminal activities from the part of the said officials. But without giving any regard to that decision, the present circle administration revoked the suspensions of the six officials involved in the sexual harassment activity, on 23rd November 2015. AIBSNLEA strongly protest this initiative from the Circle administration and solidly demands to put these erring officials again under suspension.

We understand that there is a further move on the part of the circle administration to completely surrender before the offenders by allowing their unwarranted and unjustifiable demands for undoing all proceedings against them including the transfers ordered out of the SSA and disciplinary actions on the way.

In this context we submit that any kind of liberal approach towards the accused in this matter is completely intolerable for us.

We hereby vehemently demand for an immediate, effective and firm interference from your good office to **ensure that disciplinary proceedings including transfer orders, initiated against the employees involved in the case of harassment of women at work-place should not be cancelled.** AIBSNLEA will be forced to start trade union action without a further notice, if the authorities concerned play any foul play to protect the wrong-doers.

Anticipating an early favorable interference,

With kind regards,

Yours sincerely
-sd-
(Prahlad Rai)
General Secretary

Copy to: 1. Sri. N.K. Gupta, Director (CFA), BSNL Board, New Delhi
2. Smt. Sujata T Ray, Director (HR), BSNL Board, New Delhi
3. Sri. Shameem Akhtar, PGM (SR), BSNL CO, New Delhi