

Subject : Harassment of and discrimination against Scheduled Castes and Tribes employees.

Ministries / Departments are aware that the Government, as a part of the programme for the general welfare of the persons belonging to the SCs / STs have provided reservation in Central Government services accompanied by various other benefits, concessions and relaxations. The Main objective for providing reservation for Scheduled Castes and Scheduled Tribes in appointment to Civil posts and services of the Government is not just to give jobs to some persons belonging to these communities and thereby, increase their representation in services but to uplift these people socially and merge them in the mainstream of the nation.

2. It has, however, been pointed out to this Department that the Scheduled Castes and Scheduled Tribes Officers, after appointment, are subjected to harassment and discrimination on grounds of their social origin. It has been pointed out that SC / ST officers are sometimes transferred to far-off places and also placed at insignificant positions. It has also been stated that these officers are not accepted at their places of postings by concerned superior officers in some cases.

It is reiterated that in the matter of postings / placements of officers / staff, no discrimination should be shown against those belonging to SC / ST. Complaints in this regard should be given due consideration and should be brought to the notice of the Head of the Department for Corrective action, wherever necessary.

3. In this connection, it is emphasized that Government servants should desist from any act of discrimination against member of SC/ST communities on grounds of their social origin. It is also requested that senior officers, including the Liaison officers of the Ministry/Department, should keep a close watch to ensure that such incidents do not occur at all. However, if any such incident comes to the notice of the authorities, action should be taken against the erring officials promptly.

Effective steps towards strict compliance of orders.- In its recent communication, the National Commission for SC and ST New Delhi, has emphasized the need to active the function of the grievances redressal machinery, review it periodically and take special measures to instill confidence amongst SC/St employees through greater interaction between employees and authorities. The Statutory Commission has also intended to take special care in the matter of writing of CRs, postings/transfers and to ensure that there are no mental reservations about SC/ST employees among the authorities.

It is therefore, requested that all Heads of Department and Liaison Officers in the LA & AD should take effective steps towards strict compliance of Government's orders and instructions issued from time to time relating to reservation policy to minimize the feeling of insecurity among SC/ST employees. They should also ensure effective grievance redressal arrangements through greater interaction with employees.