



भारत सरकार

(284)

GOVERNMENT OF INDIA

राष्ट्रीय महिला आयोग

NATIONAL COMMISSION FOR WOMEN

4, दीन दयाल उपाध्याय मार्ग

4, DEEN DAYAL UPADHYAYA MARG

नई दिल्ली-110 002

NEW DELHI-110 002

Website : www.ncw.nic.in

File No. 8/11856/2012/NCW/CW/NE

Dated: 23/10/2013

To

The Vice Chancellor  
University of Delhi  
Delhi

**Subject:** Recommendations of the Inquiry Committee constituted to inquire into the complaint and various matter reported in Print and electronic media regarding the incident wherein Ms. Pavitra Bhardwaj who was a lab assistant at Delhi University College, allegedly succumb to her burn injuries in the attempt of self immolation.

Sir,

I am directed to state that the National Commission for Women (NCW) had constituted an Inquiry Committee under Section 8(1), read with Section 10(1) and (4) of the NCW Act, 1990 to inquire into the complaint and various matter reported in Print and electronic media regarding the incident wherein Ms. Pavitra Bhardwaj who was a lab assistant at Delhi University College, allegedly succumb to her burn injuries in the attempt of self immolation.

After looking into the facts and circumstances of the aforementioned case, the Commission strongly observes and recommends the following:-

#### OBSERVATIONS

The following points were observed by the Inquiry Committee:

1. Based on the inquiry held at National Commission for Women on 9<sup>th</sup> October, 2013 and the material facts submitted by the various concerned groups (Chairman, Governing Body, DUTA, DUKU and Apex Committee) of the University and the Police report, the Committee is of the view that a case of sexual harassment of Pavitra Bhardwaj by the Principal of Dr. Ambedkar

College, University of Delhi seems unlikely. This is also substantiated by the allegations made by the deceased Pavitra Bhardwaj in her two letters dated April, 2011 and 15/04/2011 where there is no mention of any specific incident of sexual harassment as amplified in the later letters of her without any specific details.

2. From the perusal of documents regarding the case as made available on record to the Inquiry Committee and of various facts brought forward during the inquiry, the Committee draws the following conclusions:
  - a) Pavitra Bhardwaj may seem to be disturbed because of administrative proceedings and disciplinary action taken against her by the Administration headed by the Principal of Dr. B.R. Ambedkar College.
  - b) After her termination on 13/03/2012 as observed from her letters, she seems to be mentally harassed and started repeatedly writing letters at all possible authorities/groups in order to get relief which are on record such as Vice Chancellor University of Delhi, Chief Minister, Delhi, Registrar of DU, DWC, NWC, NHRC etc.
  - c) Prima facie, it looks that she could not get any relief from any corner as per her expectation and beliefs which might have led her to take such a drastic step as self-immolation.

### RECOMMENDATIONS

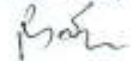
The Inquiry Committee gave the following recommendations:

1. After the Inquiry held at NCW on 9<sup>th</sup> October, 2013, the Committee had taken the view and the same was communicated to Vice Chancellor, Delhi University to either send the Principal on forced leave or suspend him till the inquiry is completed in order to have fair investigation.
2. Having examined all the relevant documents and facts and also after the action taken by the Police as mentioned above, the Inquiry Committee recommends that a fair inquiry & investigation may be conducted as per law and after that fair trial may be done in a speedy manner.
3. In order to avoid such untowardly incidents happening advertently and inadvertently in future, the University should take every such steps as prescribed in their ordinance, in various laws, rules and regulations.

4. To conduct continuous dialogue and meetings, consultations and mediations if required in order to prevent such incidents from happening.
5. Gender Sensitization as well as General Sensitization pertaining to their laws, service rules, redressal of grievances etc. should be regularly held with the help of Women Development Cell of the University and any other such body for the teaching, non-teaching staff and students by the Delhi University.

I am directed to communicate that the concerned authority is requested to take appropriate action in the matter and intimate the Commission about action taken expeditiously.

Yours sincerely,



(Raj Singh)

Deputy Secretary