



### Tainting Prasar Bharati

To

**President/General Secretaries,  
All Associations**

Dear Colleagues,

We share your anguish and concern on the sustained media campaign by vested interests to denigrate the image of Prasar Bharati, in public eye. Attempts are being made by these elements to project Prasar Bharati as unsafe for women. We are aware of the continuous publication of defamatory articles that twist and suppress the facts, that have been candidly brought by Prasar Bharati, before various authorities/agencies.

It is a fact that two complaints of unfortunate (isolated) incidents have taken place in the Headquarters of All India Radio and Doordarshan in the recent past, and both have been attended to, as they should. What is more sordid is that these 2 incidents in the Press pointedly target CEO of Prasar Bharati, at times publishing his photographs alongside the slanderous articles, even though the accused were different persons.

For the benefit of all employees who have been expressing their disgust at this deliberate denigration, we place facts and events in the public domain, so that there is no further obfuscation and misrepresentation of facts, due to which the Organisation's image suffers the most.

1. As regards the allegation of sexual harassment in the Directorate General of Doordarshan, the matter was first brought to the notice of Directorate General of Doordarshan by the complainant in the form of a joint representation dated 23.07.2013 which besides the

complainant, was signed by 3 male members and one female member of the staff attached to the accused officer alleging use of vulgar language and intemperate behaviour and seeking transfer from his Office. This was followed by a sole representation from the complainant dated 24.07.2013 seeking transfer on grounds of use of abusive and unparliamentarily language and mental harassment by the accused officer.

2. There was no complaint/allegation of sexual harassment by the complainant against the accused. The complaint was nevertheless referred by DG: Doordarshan on 12.08.2013 to an Internal Committee of the Directorate General of Doordarshan that was specifically constituted to serve as the Complaints Committee in terms of the guidelines issued by the Hon'ble Supreme Court in Vishakha case, named as 'Women Cell'. Prasar Bharati Secretariat and CEO were not aware of this as they were not informed.
3. The matter came to the knowledge of CEO much later, only on 22.08.2013 i.e. a month later and it was told that the machinery for redressal of grievances had already been set in motion by Doordarshan. The Women Cell of Doordarshan submitted its report on 26.08.2013, 14 days after the matter was referred to it, returning a finding of prima-facie case of sexual harassment against the officer. Following receipt of this report, a chargesheet was served immediately on the officer, initiating major penalty proceeding against him. Simultaneously CEO transferred him out of Doordarshan as the first step, sending a strong message across ranks, that such behaviour was reprehensible and would not be tolerated in the Organisation. Secretary, Ministry of I & B was fully briefed about the steps being taken by Prasar Bharati in the matter.

4. While the disciplinary process had already begun, the Press was activated to launch a tirade against Prasar Bharati and specifically its CEO. A letter from the Joint Secretary of the Ministry to CEO appeared in the Press suggesting that CEO was being 'lenient' by not suspending the accused Officer. That Prasar Bharati has hardly any officers in senior ranks was brushed aside, as inconsequential!
5. Employees Associations are right when they say that Government and Prasar Bharati could have certainly played a much more active role in the last 20 years, when the number of installations was doubled but no corresponding increase was made in the number of sanctioned posts. At the level of Addl. Director General (Programme), the sanction should have risen from 30 to 60, but, Prasar Bharati has only 8 at present, to run an administration of more than 470 TV & Radio Stations and nearly 2000 other installations. Repeated pleas to the Ministry have not met with the desired support, and it appears that while the present Secretary and his officers are quite sympathetic, there is a problem somewhere else in increasing the number of posts to justified level, either on the permanent rolls of the Government or even through any other method of engaging qualified persons on contract.
6. The story is the same as one travels downward to other levels because when doubling the number of installations, the capacity of Prasar Bharati to manage its responsibilities was hardly kept in mind by Government. It was thus a collective decision of the Prasar Bharati leadership not to suspend the accused officer immediately, without due process of law, because such an externally prompted hasty action often leads to the charged person getting away with legal relief.
7. On 03.10.2013, a Team led by a Member of National Commission for Women (NCW), visited Doordarshan

and Prasara Bharati to investigate into the case. Prasara Bharati was informed only one working day before but background papers were not supplied.

8. The Team was provided a huge volume of evidence, about the sincere steps taken by Prasara Bharati. It was brought to their notice that while they had picked out only one tiny news item (as the basis of the enquiry) there was a large amount of other press materials that had come out on this issues that vilified the CEO and the Prasara Bharati. Unfortunately due cognisance was not given to both. A detailed report was submitted to the Chairperson Prasara Bharati on this rather unhappy experience.
9. It was clarified to the NCW Team that Prasara Bharati had acted strictly in terms of the existing Rules of Government, as it was legally advised, since no Operational Rules for the new Act were as yet laid down. The Team finally accepted the course of action taken by Prasara Bharati in this case of alleged sexual harassment.
10. The 'adverse' report of the NCW team submitted in single copy to the Ministry on a Friday, was in the Press over the weekend, even before it reached Prasara Bharati.
11. Much hype has been raised over the use of the term 'Women Cell' in Prasara Bharati to deal with the complaints of sexual harassment, though in its report the NCW Team admitted that **"although the constitution of the same is proper and includes an external member."** What is of relevance is that these "Women Cell" were set up as per Guidelines of the Hon'ble Supreme Court in the Vishakha case, were as per the laid down constitution and performing the very role that the Internal Complaints Committee are to perform. Incidentally, the nomenclature was

adopted from the Ministry of I & B's directions in this regard.

A Circular dated 28.06.2013 issued by DG:Doordarshan re-constituting the 'Women Cell' is annexed at **Annexure-A**.

12. The facts given in Para 5 are treated as an 'excuse given' by Prasar Bharati that, the Programme Service of Prasar Bharati has only 8 ADG rank officers, against the required strength of 30. "It was only after we rejected excuses that the official was suspended." What was not told to the Press was the sorry state of continuous decimation of Prasar Bharati's premier service and the apathy towards this.
13. As stated above, the case came to the knowledge of Prasar Bharati, much after the initial complaint about use of abusive and unparliamentarily language and mental harassment by the accused officer, had been lodged. There was no complaint/allegation of sexual harassment by the complainant against the accused.
14. It is a fact that Prasar Bharati has suspended the accused officer and a regular Inquiry as per CCS Rules is underway. There will be no hesitation in taking strictest action based on the findings of the Inquiry Report.
15. As regards lack of "awareness" among the women employees about the 'Women's Cell' of Doordarshan or its activities, mentioned in the NCW Report, it is stated that instructions issued by the Government of India following the Supreme Court guidelines in Vishakha case for an adequate mechanism for prevention, prohibition and redressal of sexual harassment of women at workplace, were circulated to the Directorates of Doordarshan and AIR among others, way back on 30.03.2009, much before the allegations and complaints about sexual harassment in these two

Directorates surfaced (copy at **Annexure-B**). The need for setting up Complaints Committee in all offices of AIR and DD was reiterated by Prasar Bharati by a Circular No. M-1/27/2013-PPC (Vol.II) dated 05.04.2013 (copy at **Annexure-C**). The Directorates further circulated these instructions to field offices.

16. On its part the Prasar Bharati has sent Action Taken Report to the NCW and also apprised the Secretary, Ministry of I & B of the position. Despite appropriate and timely steps as per law, the tirade by frustrated elements does not abate! It is clear that the News Item that has appeared on 26.11.2013 again, is only a continuation of the smear campaign and published without verification of facts, and at places distorting the facts. We agree with you that such actions hurt the image of our lady officers and staff, as also contractual professionals.
17. Even the Casual Presenters of All India Radio who include many women Presenters, have expressed their shock and dismay at the manner this sordid campaign continues. They have re-affirmed solidarity with the organisation and have vowed to deal with such nuisance appropriately.
18. Where AIR is concerned, another widely reported allegation was against a Programme Executive of All India Radio, Delhi and two other contractual employees. Acting on a News Item in the Indian Express dated 6th March, 2013, captioned "Women staff at AIR FM station allege sexual harassment", the Ministry of Information & Broadcasting set up a Committee under the Chairmanship of Joint Secretary, Ms. Supriya Sahu to inquire into the complaints filed by 25 RJs on issues relating to safety at workplace of women employees in AIR. NCW too wrote to CEO, Prasar Bharati, and requested intervention by Prasar Bharati in the matter.

19. The Committee set up by the Ministry of I & B sent its Report to Prasar Bharati on 09.04.2013 and recommended removal of two contractual Duty Officers, as there were consistent complaints from Women Presenters about their behaviour. The Committee however reported that no case of sexual harassment was made out against any other officer in the AIR. The Committee observed certain systemic deficiencies and suggested corrective measures to redress the problems.
20. On 10.04.2013, DG:AIR reported to Prasar Bharati informing, inter-alia, that two duty Officers named in the report of the Ministry of I & B had been removed; that the observations of system failures made by the Committee were being looked into and suitable instructions would be issued on receipt of the report of the other Inquiry in progress. On 14.03.2013 DG:AIR had constituted a 7 member Complaints Committee to look into the complaint of sexual exploitation of a female FM Presenter.
21. Prasar Bharati lost no time and issued directions to DG:AIR for strict compliance of the Supreme Court guidelines in Vishakha case and to ensure safety and security of all women employees, including casual assignees of AIR Directorate during office hours and till they are transported to the place of stay after completion of duty. The accused Programme Executive was also placed under suspension on 29.04.2013. It is pertinent to state here that DG:AIR is the authority fully competent to place an officer of this level under suspension and to review/extend or revoke the suspension.
22. The 7 member Committee submitted its report to the DG:AIR on 29.07.2013. Prasar Bharati Secretariat was informed only on 24.09.2013 i.e. about two months later. All this while the Press was being egged on to actively pursue this matter and there were persistent queries on the outcome of the Inquiry. Though no

further complaints or evidence are accepted after a formal Enquiry has been concluded, in this instant case, CEO was given several long letters and strong complaints by Smt Loveleen Thadani, who was an independent Member of the Enquiry Committee and by Ms Mridula Ghai, who was also then a departmental Member of this Committee.

CEO gave both of them more than one patient hearing, accepted all their claims and even spoke directly to the complainant assuring her of the assistance required. He forwarded the letters and complaints received from these ladies to DG-AIR for fresh consideration on their merits, rather than looking into the legal technicalities.

23. DG-AIR was initially reluctant to accept these extra legal documents and thereafter reported that he was seeking legal advice, since these dissenting notes from 2 members called for such opinion. NCW again urged for an update from the CEO on 08.10.2013. Finally, Prasar Bharati Secretariat did receive a copy of the full report from DG:AIR by the end of October, 2013 (just a few days before DG AIR retired), along with his administrative decision clearing the Programme Officer of the alleged charges of sexual harassment on the basis of the majority report. This delay could and should have been avoided.
24. CEO Prasar Bharati has made it clear that he does not want any victimisation of the complainants and has advised DGAIR that their duties as casual RJ be restored.

These facts with annexures & details are placed on the website, so that you are in a position to explain to your members and others who have been making queries about the actual facts and are distressed by press reports.

We respect the Government, especially our own Ministry of I & B, that has often taken up issues on our behalf. But the cumulative angle is that pressing problems cannot be wished away with words and by pointing out to different rules or government orders many

of which (strictly speaking) should not apply and do not apply to an autonomous statutory authority like PB.

We firmly intend to look after the welfare of our own employees, while at the same time, getting the best work from them. As CEO has repeatedly said we will go to every possible extent to ensure that those who have not been given a single promotion in 20-30 years finally receive their due and that fresh blood is taken into the organisation, something that has not happened over two decades, but the organisation has gone on performing, nevertheless.

CEO has also made it clear that we would take sternest of action against those who either do not perform their duties or indulge in activities like the unfortunate ones mentioned in this letter.

We thank you for your support and we assure you once again that we value your sentiments of pain with which you have been agitating on the issue related to "sexual harassment" which has been blown out of proportion. Kindly bear with us - Justice will be done.



**Brig (R) VAM Hussain**  
**Member (Personnel)**  
**Prasar Bharati**

**To**

- (1) General Secretary, Association of Radio and TV Engineering Employees (ARTEE), Post Box No. 422, New Delhi – 01.
- (2) General Secretary, AIR & DDn Technical Employees Association (ADTEA), Post Box No. 736, New Delhi – 01.
- (3) General Secretary, AIR & DDn Engineers Association (ADEA), Room No. 333, Akashvani Bhawan, New Delhi – 01.

- (4) General Secretary, Programme Staff Association (PSA) of AIR & DDn, Room No. 406, Akashvani Bhavan, New Delhi – 01.
  - (5) General Secretary, Association of Doordarshan Programme Production Personnel (ADP3), 18/3, Uday Shankar Sarani, Golf Green, Kolkata – 700095.
  - (6) General Secretary, AIR & DDn Administrative Staff Association (ADASA), New Delhi – 01.
  - (7) Secretary, AIR & DDn Stenographers Association (ADSA), NSD, Broadcasting House, New Delhi – 01.
  - (8) General Secretary, Akhil Bharatiya Akashvani evam Doordarshan Chaturth Shreni Karamchari Sangh (ABADCSKS), Room No. 240, Akashvani Bhawan, New Delhi – 01.
  - (9) General Secretary, Audience Research Employees Association (AREA), Room No. 202, Akashvani Bhawan, New Delhi – 01.
  - (10) General Secretary, Akashvani Announcers Association of AIR (AAA), House No. 3-6-361/38, Oil Seeds Govt. Quarters, Street No. 26, Himayat Nagar, Hyderabad – 500029.
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F. No. 904/58/2004-SCOR/ Vol.III  
PRASAR BHARATI  
(INDIA'S PUBLIC SERVICE BROADCASTER)  
DIRECTORATE GENERAL: DOORDARSHAN

Doordarshan Bhawan, Copernicus Marg,  
New Delhi dated 28.06.2013

**CIRCULAR**

Subject: - Creation of Women's Cell in DG: Doordarshan for redressal of grievances of Women Staff members regarding.

In supersession of this Directorate's O.M. of even number dated 01.11.2012 on the above subject the women cell in this Directorate is reconstituted as follows: -

Sr. No.	Name & Designation	Telephone numbers
1.	Smt. Deepa Chandra, ADG (P)- Chairperson	9810894002 (M) 23382093 (O)
2.	Smt. B.D. Mohanty, DDG (Prog.)- Member	9868889439 (M) 23385982 (O)
3.	Smt. Sadhna Kumar, DDG (Engg.)- Member	9953927483 (M) 23383312 (O)
4.	Sh. Rajiv Sinha, Director HRD (E)- Member	23385838 9810018301 (M)
5.	Dr. Ritu Gupta - Member (Non-official from Guru Govind Singh Indraprastha University, Dwarka, New Delhi.)	9868982316 (M)
6.	Smt. Kanta Kumari, Section Officer Member	23385738 (O) 23385731 (O) 3608 (Int.)

2. The cell will review the programmes and monitor implementation of development schemes for women in accordance with the guidelines suggested by the National Commission for Women. The Cell will also function as the Complaint Committee in terms of the judgment delivered by the Hon'ble Supreme Court in matter relating to sexual harassment at work place, which has since been included in the CCS (Conduct) Rules, 1964 as Rule 3 C.

3. The Chairperson shall have the authority to co-opt or call for the Participation of any other officer of Doordarshan as and when required by the cell.

4. Ms. Kanta Kumari, Section Officer-Member is also nominated to work as Member Secretary Convener of meeting of Women's Cell (Complaint Committee).

5. This issues with the approval of DG: Doordarshan.

*R.K. KHATRI*

(R.K. KHATRI)  
Deputy Director (Scor)  
Tele: 23389232

To

Chairperson/ Members of women's cell, DG: Doordarshan.

Copy to: -

1. All Officers/ Sections in the Directorate.
2. Ministry of I&B (Admn.III Section).
3. Prasar Bharati Secretariat (Deputy Director, Pers.)
4. Notice Board.

CONFIDENTIAL

Prasar Bharati Secretariat  
(Broadcasting Corporation of India)  
2<sup>nd</sup> Floor, PTI Building, Parliament Street,  
New Delhi - 110 001.

Subject: Sexual Harassment of working women.

Enclosed herewith please find Government of India's instructions regarding dealing with cases of sexual harassment of working women at work places. The instructions are comprehensive and all the Organisations are required to necessarily follow the instructions in letter and spirit keeping in view the Hon'ble Supreme Court of India judgment in the case of Vishaka Vs. State of Rajasthan regarding sexual harassment of working women. I suppose necessary action in this regard must have been initiated and systems put in place as per the GoI's instructions which were circulated earlier. I would like the Directors General of Doordarshan and All India Radio and General Manager (Personnel), Prasar Bharati Secretariat to clearly indicate the steps taken by them in this regard within the next 3 (three) days i.e. by 2<sup>nd</sup> April, 2009. Further I would also like the Head of STI (P) and STI (T) to give the details of the programmes conducted on gender sensitization.

This may be attended to on Priority.

(V. SHIVAKUMAR)  
Member (Personnel)  
30<sup>th</sup> March, 2009

1. DG, Doordarshan
2. DG, All India Radio
3. G.M. (Pers.), Prasar Bharati Sectt.
4. DDG(I/c), STI(P) and STI(T).

2/2/09 (NR) ✓  
DDG (Secy) 3/3

4/2009

5/23/09/1.B.  
3/3

DDA/KOL

6/4/09

IMMEDIATE

PRASAR BHARATI  
(BROADCASTING CORPORATION OF INDIA)  
PRASAR BHARTI SECRETARIAT  
2ND Floor, PTI Building,  
Sansad Marg, New Delhi

F.No.M-1/27/2013-PPC(Vol.II)

Dated:-05.04.2013

CIRCULAR

As per Vishaka guidelines and norms laid down by the Hon'ble Supreme Court of India, there is a need to have a Complaints Committee to handle complaints of women employees related to sexual harassment at workplace. It is expected that such Committees would already be in existence.

2. It is reiterated that the Complaints Committee should be existing in all offices of AIR & DD. It should be headed by a woman and not less than half of its member should be women. Such committee is required to involve a third party, either NGO or other body, who is familiar with the issue of sexual harassment. The committee so constituted may be given wide circulation amongst all staff members of the organization. A copy of Vishaka Guidelines against Sexual Harassment at workplace is also enclosed herewith for information and strict compliance. Action taken report in the matter may be furnished to Prasar Bharati Secretariat within **three days**, positively.

3. This issues with the approval of Competent Authority.

Encls: As Above.

To

1. DG, DDn, New Delhi.
2. DG, AIR, New Delhi.
3. DG, News, New Delhi.
4. DG, NSD, AIR, New Delhi.
5. Sr.PPS to CEO, Prasar Bharati Secretariat.
6. PS to M(P), Prasar Bharati Secretariat.
7. SO (P-I & P-II), Prasar Bharati Secretariat
8. Hindi Unit for Hindi version.
9. Circular Folder.

(Naveen Kumar)  
Deputy Director (Pers.)  
o/c  
Sg 05/04/13

issued  
05/04/2013