

**Government of Himachal Pradesh  
Department of Higher Education**

**EDN-A-Kha(2)10/2024**      **Dated Shimla-171002 the**      **16.04, 2026**

**ORDER**

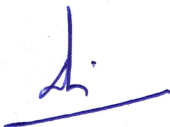
1. Whereas, on 14.11.2024, an incident involving sexual harassment of a B.Sc. 1<sup>st</sup> Year (Non-Medical) girl student occurred in Chemistry Laboratory-II of Sidharth Government College, Nadaun, District Hamirpur, during an ongoing Chemistry practical class.

2. Whereas, the complainant submitted a written complaint dated 14.11.2024, alleging, inter alia, that during her Chemistry practical class held on the said date from 10:00 A.M. to 11:00 A.M., Dr. Anil Kumar, Assistant Professor (Chemistry), repeatedly and intentionally touched her in an inappropriate manner; and that, while standing behind her, he allegedly touched her with his private parts.

3. Whereas, the Principal, Government College Nadaun, forwarded the complaint to the Director of Higher Education, Himachal Pradesh vide a letter dated 21.11.2024.

4. Whereas, the Director of Higher Education, Himachal Pradesh, vide letter No. EDN-HE(25)B(15)-II-135/2024 dated 27.11.2024, informed this Department of the said complaint and recommended that Dr. Anil Kumar be placed under suspension with immediate effect.

5. Whereas, upon consideration of the complaint and the recommendation of the Director of Higher Education, this Department, vide order of even number dated 10.01.2025, placed Dr. Anil Kumar, Assistant Professor



(Chemistry), under suspension, with his headquarters fixed at the Directorate of Higher Education.

6. Whereas, disciplinary proceedings under Rule 14 of the Central Civil Services (Classification, Control and Appeal) Rules, 1965 were initiated against Dr. Anil Kumar vide this Department's Memorandum of even number dated 25.03.2025, and the following Articles of Charge were framed against him:-

#### Article-I

*That Dr. Anil Kumar, while posted as Assistant Professor (Chemistry) at Sidharth Government College, Nadaun, District Hamirpur, misbehaved with and sexually harassed a B.Sc. 1<sup>st</sup> Year (Non-Medical) girl student during a Chemistry practical class held on 14.11.2024 in Chemistry Laboratory-II of the College. He allegedly touched her back inappropriately, repeatedly took the pen from her hand, and continued such conduct despite her attempts to distance herself. The said acts are highly unbecoming of a Government servant and constitute misconduct in violation of Rule 3(1)(i), (ii) and (iii) of the CCS (Conduct) Rules, 1964.*

#### Article-II

*That Dr. Anil Kumar, after the aforesaid incident, misused his official position and absconded from the College in order to evade the inquiry conducted by the College Women Grievances Redressal Cell, thereby committing conduct unbecoming of a Government servant and violating Rule 3(1)(i), (ii) and (iii) of the CCS (Conduct) Rules, 1964.*

7. Whereas, Dr. Anil Kumar submitted his written statement of defence dated 08.04.2025 denying the charges levelled against him.

8. Whereas, upon examination of the written statement of defence, the Disciplinary Authority was of the view that the matter warranted a detailed

inquiry, accordingly, vide order of even number dated 03.05.2025, an Inquiry Officer and a Presenting Officer were appointed to inquire into the charges framed against him.

9. Whereas, the Inquiry Officer conducted the inquiry in accordance with the prescribed procedure, recorded the statements and cross-examinations of prosecution and defence witnesses, and submitted a detailed Inquiry Report dated 24.10.2025.

10. Whereas, in the said Inquiry Report, Article-I was held as proved, while Article-II was held as not proved.

11. Whereas, the Inquiry Officer observed that the complainant consistently reiterated, both in her original complaint dated 14.11.2024 and during the inquiry proceedings, that Dr. Anil Kumar repeatedly touched her inappropriately and continued to do so despite her attempts to move away. Her testimony remained consistent and credible throughout. The eye-witness, another B.Sc. 1<sup>st</sup> Year student, also consistently affirmed that Dr. Anil Kumar intentionally touched the complainant inappropriately and followed her when she changed her position. On the basis of the oral and documentary evidence on record, the charge of sexual harassment and misconduct under Article-I stood established.

12. Whereas, a copy of the Inquiry Report was furnished to the Charged Officer in compliance with Rule 15(2) of the CCS (CCA) Rules, 1965, vide communication dated 25.10.2025, affording him an opportunity to submit his representation against the findings of the Inquiry Officer.

13. Whereas, the Charged Officer submitted his written representation dated 10.11.2025, denying the findings and contending that the conclusions of the

Inquiry Officer were perverse, based on selective appreciation of evidence, and contrary to the material available on record.

14. Whereas, in pursuance of Rule 15(3)(a) of the CCS (CCA) Rules, 1965 read with Article 320(3)(c) of the Constitution of India, the matter was referred to the Himachal Pradesh Public Service Commission for consultation and advice before imposing the major penalty.

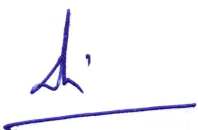
15. Whereas, the Himachal Pradesh Public Service Commission, vide its letter No. 3-1/2016-PSC-Part dated 19.03.2026, has conveyed its approval regarding the imposition of major penalty of “dismissal form service” under Rule 11 (ix) of the CCS (CCA ) Rules, 1965 upon Dr. Anil Kumar, Assistant Professor (Chemistry).

16. Whereas, a copy of advise of the Commission was furnished to the Charged Officer in compliance with Rule 15(3)(b) of the CCS (CCA) Rules, 1965, vide this department office order of even number dated 24.03.2026, affording him an opportunity to submit his representation against the major penalty of ‘dismissal form service’ under Rule 11 (ix) of the CCS (CCA ) Rules, 1965.

17. Whereas, Dr. Anil Kumar has not submitted his reply till date in response to this Department’s office order of even number dated 24.03.2026.

18. Whereas, I have carefully examined the Inquiry Report, the entire record of the case, the evidence adduced during the inquiry proceedings, and the written representation submitted by the Charged Officer.

19. Whereas, upon due consideration, I concur with the findings of the Inquiry Officer insofar as Article-I is concerned. The misconduct proved is of a



grave and serious nature and is wholly unbecoming of a Government servant holding the post of Assistant Professor (College Cadre). The explanation furnished by Dr. Anil Kumar does not satisfactorily rebut the evidence on record nor does it mitigate the gravity of the established misconduct.


20. Whereas, the misconduct proved against the Charged Officer is of an extremely grave and reprehensible nature. The evidence on record establishes that he, while discharging his duties as a teacher, subjected a young student to unwelcome physical contact of a sexual nature, including inappropriate touching and physical contact using his private parts. Such conduct is not only morally indefensible but constitutes a serious abuse of authority and breach of the fiduciary trust reposed in a teacher by students, parents, and society at large. A teacher occupies a position of trust, confidence, and moral authority in society. In an educational institution, a teacher is not merely an instructor imparting academic knowledge, but also a mentor and role model whose conduct significantly influences the character and development of students. The relationship between a teacher and a student is founded upon trust, respect, and a safe academic environment. Any act of sexual impropriety towards a student strikes at the very foundation of institutional discipline, compromises the safety and psychological well-being of students, erodes public confidence in the education system, and brings grave disrepute to the Department and the Government. The established misconduct, therefore, is wholly incompatible with the standards of integrity, decency, and conduct expected of a Government servant, particularly one entrusted with the education and welfare of young students.

21. Now, therefore, having regard to the nature and gravity of the misconduct proved under Article-I, and after due application of mind to all



relevant facts and circumstances of the case, and in exercise of the powers conferred under Rule 11(ix) of the Central Civil Services (Classification, Control and Appeal) Rules, 1965, I hereby impose upon Dr. Anil Kumar, Assistant Professor (Chemistry), Sidharth Government College, Nadaun, District Hamirpur, the major penalty of "**Dismissal from Service**". The said Dr. Anil Kumar, Assistant Professor (Chemistry) shall stand dismissed from service with immediate effect from the date of issuance of this order. The dismissal shall ordinarily disqualify him from future employment under the Government, in accordance with the applicable rules.

Let this order be communicated to the Charged Officer accordingly.

  
(Rakesh Kanwar), IAS  
Secretary (Education) to the  
Government of Himachal Pradesh

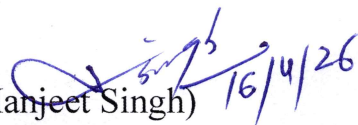
**Registered**

Dr. Anil Kumar, Assistant Professor (Chemistry)  
(U/S) HQ at Directorate of Higher Education, Shimla-1.  
Through Director of Higher Education, H.P.

**Endst. No. As above Dated Shimla-171002 the 16.04, 2026.**

Copy is forwarded for information and necessary action to the following:-

1. The Director of Higher Education, Himachal Pradesh, Shimla-171001.
2. The Principal, Sidharth Government College, Nadaun, District Hamirpur, H.P.
3. Guard file.

  
(Manjeet Singh) 16/4/26  
Under Secretary (Hr Education) to the  
Government of Himachal Pradesh