

**Government of Himachal Pradesh
Higher Education Department**

No. EDN-A-Kha(14)-02/2024 Dated: Shimla-2 16.04, 2026

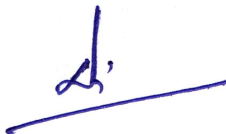
ORDER

1. Whereas, on 23.01.2024, an incident of sexual harassment involving a girl student of 7th Semester of Jawahar Lal Nehru Government College of Fine Arts, Loharab, Shimla, was reported against Sh. Pawan Kumar, Assistant Professor (Dance - Kathak) at JLN Government College of Fine Arts, Loharab, Shimla, presently posted at Government College Dharamshala, District Kangra.

2. Whereas, the complainant submitted a written complaint dated 27.08.2024 before the Internal Complaints Committee (ICC) of the said College alleging that Sh. Pawan Kumar had been sexually harassing her for the preceding seven months and that, on 23.01.2024, he forcibly took her to his residence at New Shimla, Sector-2, where he attempted to molest her. It was alleged that he lifted her and threw her on the bed and, upon her raising an alarm, became frightened, where after she moved to another room. The complainant further stated that the said conduct caused her severe mental distress, discomfort and insecurity, adversely affecting her health and well-being.

3. Whereas, the Principal of the said College forwarded the complaint to this Department vide letter dated 29.08.2024, a copy of which was also endorsed to the Director of Higher Education.

4. Whereas, the Director of Higher Education, vide letter No. EDN-HE(25)B(15)-II-134/2024 dated 30.08.2024, apprised the Department of the complaint and recommended that Sh. Pawan Kumar be placed under suspension.



5. Whereas, upon consideration of the material on record and the recommendation so made, this Department, vide order dated 31.08.2024, placed Sh. Pawan Kumar under suspension, with 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 Sh. Pawan Kumar vide Memorandum dated 21.11.2024 and following Articles I to IV were framed against him for violation of Rule 3(1)(i), (ii) and (iii) of the CCS (Conduct) Rules, 1964.

Article-I

That the said Sh. Pawan Kumar, while functioning as Assistant Professor (Dance-Kathak), Jawahar Lal Nehru Government College of Fine Arts, Loharab, Shimla, misused his official position by asking students to visit his residence on the pretext of dance practice and by organizing practice sessions at odd hours at his residence, thereby creating circumstances that compelled certain students to stay overnight. Such conduct is unbecoming of a Government servant and amounts to misconduct in violation of Rule 3(1)(i), (ii) and (iii) of the CCS (Conduct) Rules, 1964.

Article-II

That the said Sh. Pawan Kumar attempted to molest a girl student of 7th Semester of the Faculty of Performing Arts on the night of 22.01.2024 and thereafter attempted to hush up the matter. The call and video recordings on record substantiate the allegation. It is also established that his wife visited the native place of the complainant with a view to persuading her and her family members to withdraw the complaint. Such conduct is unbecoming of a Government servant and amounts to misconduct in violation of Rule 3(1)(i), (ii) and (iii) of the CCS (Conduct) Rules, 1964.

Article-III

That the said Sh. Pawan Kumar showed dereliction of duty and acted irresponsibly by taking the said student to perform at the Governor's House on 24.01.2024 without obtaining prior permission from the Principal. By engaging in activities beyond his official authority and compromising student safety, he failed to discharge his duties properly, thereby violating Rule 3(1)(i), (ii) and (iii) of the CCS (Conduct) Rules, 1964.

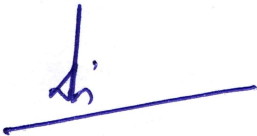
Article-IV

That the said Sh. Pawan Kumar adopted a dictatorial attitude toward students and misused his academic discretion in awarding marks irrationally. The marks sheet of the complainant reflects abnormally high marks in internal assessment and practical examinations awarded at his discretion, raising doubt about his conduct and intentions. He failed to maintain attendance records and awarded internal assessment marks arbitrarily. Such conduct amounts to misconduct and violation of Rule 3(1)(i), (ii) and (iii) of the CCS (Conduct) Rules, 1964.

7. Whereas, the Inquiry Officer conducted the inquiry in accordance with the prescribed procedure, examined prosecution and defence witnesses, considered documentary and electronic evidence on record, and submitted a detailed Inquiry Report dated 03.01.2026.

8. Whereas, in the said Inquiry Report, Articles I, II and III were held to be proved and Article IV was held to be not proved.

9. Whereas, a copy of the Inquiry Report was furnished to the Charged Officer under Rule 15(2) of the CCS (CCA) Rules, 1965 vide communication dated 09.01.2026, affording him opportunity to submit his representation.



10. Whereas, the Charged Officer submitted his representation dated 24.01.2026 denying the findings and seeking exoneration.

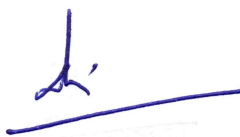
11. Whereas, in pursuance of Rule 15(3)(a) of the CCS (CCA) Rules, 1965 read with Article 320(3)(c) of the Constitution of India, the matter was referred to the Himachal Pradesh Public Service Commission for consultation and advice before imposing the major penalty.

12. 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 Sh. Pawan Kumar, Assistant Professor (Dance - Kathak)

13. 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 within 15 days against the major penalty of “dismissal form service” under Rule 11 (ix) of the CCS (CCA) Rules, 1965.

14. Whereas, Sh. Pawan Kumar, Assistant Professor (Dance - Kathak) has not submitted any representation regarding the imposition of major penalty of “dismissal form service” under Rule 11 (ix) of the CCS (CCA) Rules, 1965 as on date.

15. Whereas, I have carefully examined the Inquiry Report, the entire record of the inquiry proceedings, the evidence adduced therein, and the representation submitted by the Charged Officer.

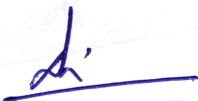


16. Whereas, upon due and independent consideration, the undersigned concurs with the findings of the Inquiry Officer in respect of Articles I, II and III. The findings are based on cogent oral, documentary and electronic evidence and proper appreciation thereof. The representation submitted by the Charged Officer fails to dislodge the conclusions arrived at in the Inquiry Report or to create any reasonable doubt regarding the established misconduct.

17. Whereas, the misconduct proved against the Charged Officer is of a grave and serious nature involving misuse of official position, inappropriate physical conduct towards a student, and attempts to influence the complainant and her family to withdraw the complaint. The acts proved demonstrate abuse of authority and a breach of the trust inherent in his position.

18. Whereas, a teacher occupies a position of trust, confidence and moral authority in society. The relationship between a teacher and a student is founded upon fiduciary responsibility, implicit trust, and an expectation of protection and guidance. In an educational institution, a teacher is not merely an instructor imparting academic knowledge, but also a mentor, guardian and role model whose conduct significantly influences the intellectual, emotional and moral development of students. The authority vested in a teacher carries with it a corresponding duty to act with integrity, restraint, fairness and sensitivity, particularly in interactions with students who are in a position of relative vulnerability.

19. Whereas, any act involving moral impropriety, sexual harassment, intimidation or abuse of authority by a teacher constitutes a grave breach of professional ethics and service discipline. Such conduct strikes at the very foundation of the trust reposed by students, parents and society at large in the educational system. It undermines the safe and secure academic environment that

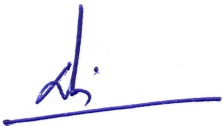


institutions are duty-bound to provide and creates an atmosphere of fear, distress and psychological insecurity among students. Where the misconduct involves misuse of official position or influence over academic evaluation, the element of coercion-whether explicit or implicit-further aggravates the seriousness of the delinquency.

20. Whereas, acts of this nature not only violate statutory obligations under the CCS (Conduct) Rules, 1964, but are wholly inconsistent with the dignity, integrity and devotion to duty expected of a Government servant under Rule 3 of the aforesaid Rules. Such behaviour erodes public confidence in the fairness and credibility of the institution, adversely affects institutional discipline, tarnishes the reputation of the Department, and brings disrepute to the Government. Tolerance of such misconduct would send a deleterious message to the academic community and society at large.


21. Whereas, considering the nature of the charges proved, the position held by the Charged Officer, the element of abuse of authority and breach of trust involved, and the overall impact of the misconduct on institutional integrity and student safety, the undersigned is of the considered view that the misconduct warrants imposition of a major penalty commensurate with its gravity. Retention of the Charged Officer in service would be incompatible with the standards of conduct expected of a teacher and would undermine public confidence in the educational system.

22. Now, therefore, in exercise of the powers conferred under Rule 11(ix) of the Central Civil Services (Classification, Control and Appeal) Rules, 1965, and having regard to the gravity of misconduct proved under Articles I, II and III, the undersigned hereby imposes upon Sh. Pawan Kumar, Assistant Professor (Dance-Kathak), Jawahar Lal Nehru Government College of Fine Arts,



Loharab, Shimla, the major penalty of "*Dismissal from Service*". The said Sh. Pawan Kumar, Assistant Professor (Dance - Kathak) 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.

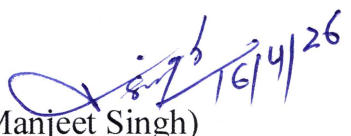
REGD.

Sh. Pawan Kumar, Assistant Professor (Dance-Kathak)
Govt. College Dharamshala, Distt. Kangra,
Through Directorate of Higher Education, H.P.

Endst. No. As above, Dated Shimla-2, the 16.04, 2026

Copy for information and necessary action to:-

1. The Director of Higher Education, H.P. Shimla-1.
2. The Principal GDC Dharamshala Distt. Kangra H.P.
3. Guard file.


(Manjeet Singh)
Under Secretary (Hr. Education) to the
Government of Himachal Pradesh.