

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


EDN-A-Chha(5)-5/2021 Dated Shimla-171002 the 16.04, 2026

**ORDER**

1. Whereas, on 01.12.2021, an incident of sexual harassment involving a B.Sc. 2<sup>nd</sup> Year girl student of Rajiv Gandhi Government Degree College, Chaura Maidan, District Shimla, was reported against Dr. Virender Sharma, Assistant Professor (Mathematics) of the said college. The complaint was addressed to the Principal of the college, wherein it was, inter alia, stated that Dr. Virender Sharma had been sexually harassing the complainant for about one week by sending personal messages on WhatsApp and attempting to engage her in conversation. It was further stated that on 01.12.2021, he called her at around 10:00 A.M. and asked her to meet him at 11:00 A.M. near Cecil Hotel, Shimla. At about 11:15 A.M., he allegedly picked her up from Chaura Maidan (near Cecil Hotel) in his car and took her to his residence at Chakkar, Shimla, where he attempted to establish physical contact against her will. The complainant alleged that when she resisted and attempted to leave, he held her arm and tried to force himself upon her, however, she managed to resist and escape from the premises. It was further alleged that he subsequently dropped her near Cecil Hotel and warned her not to disclose the incident to anyone.

2. Whereas, the Principal, RGGDC Chaura Maidan Shimla, forwarded the complaint to the Director of Higher Education, Himachal Pradesh.

3. Whereas, the Director of Higher Education, Himachal Pradesh, vide letter No. EDN-HE(25)B(15)-II-107/2021 dated 07.12.2021, informed this Department of the said complaint and recommended that Dr. Virender Sharma be placed under suspension with immediate effect.



4. Whereas, upon consideration of the complaint and the recommendation of the Director of Higher Education, this Department, vide order of even number dated 07.12.2021, placed Dr. Virender Sharma, Assistant Professor (Mathematics), under suspension, with his headquarters fixed at the Directorate of Higher Education.

5. Whereas, disciplinary proceedings under Rule 14 of the Central Civil Services (Classification, Control and Appeal) Rules, 1965 were initiated against Dr. Virender vide this Department's Memorandum of even number dated 15.06.2022, and the following Articles of Charge were framed against him:-

Article-I

*That Dr. Virender Sharma, while posted as Assistant Professor (Mathematics), at Govt. College Chaura-Maidan (SML) tried to assault a girl student of B.Sc.(NM) studying in the College. On 01-12-2021, a girl student submitted a complaint to the Principal, RGGD College Chaura-Maidan (SML) against Dr. Virender Sharma, Assistant Professor Mathematics alleging therein that Dr. Virender Sharma, Asstt. Professor Mathematics is harassing her sexually for the last one week. She further alleged that the said Assistant Professor was messaging on her whats-App number and also made whats-App chat with her. On 1<sup>st</sup> December, the said Dr. Virender Sharma asked the girl student to meet him near Cecil Hotel at 11:00 o'clock and being teacher she met him. He picked her in his personal Car at 11:15AM and took her to his room (Residence) at Chakkar(SML) where he tried to get physical with her, but she pushed him and tried to run away. Thereafter, he dropped her about 1:30 PM at Cecil and told her not to share the incident with anyone. But the complainant girl student shared the incident amongst her classmates/friends. Thereafter, they (the*

*friends and classmates of complainant student) met Dr. Virender Sharma, Assistant Professor Mathematics and asked him about the incident and he (Dr. Virender Sharma) also admitted his mistake before them. Accordingly, the classmates and friends of complainant girl advised her to submit a complaint against the alleged officer to the College Principal and she made a written complaint to the College Principal on dated 01-12-2021. The complainant girl student has also lodged an FIR No.276/21 dated 04-12-2021 under section 354-A, 354-D IPC against Dr. Virender Sharma in Police Station Boileauganj, Distt. Shimla. In Addition to this, it has also been found by the Inquiry Officer that Dr. Virender Sharma, Asstt. Professor Mathematics remained absent from examination centre from 10:40 AM to 12:00 noon on 01-12-2021. This act on the part of said Dr. Virender Sharma, Assistant Professor Mathematics is very unbecoming of a Govt. servant and tantamounts to misconduct, misbehaviour and violation of Rule 3 (1) i, ii & iii of CCS (Conduct) Rules, 1964.*

6. Whereas, Dr. Virender Sharma, submitted his written statement of defence dated 20.06.2022 denying the charges levelled against him.

7. 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 19.09.2022, an Inquiry Officer and a Presenting Officer were appointed to inquire into the charges framed against him.

8. Whereas, since the Inquiry Officer, i.e., Dr. Ashith Kumar Mishra, Additional Director of Higher Education, Himachal Pradesh retired from Government service on attaining the age of superannuation on 31.08.2023 and the inquiry proceedings remained inconclusive at that stage, it became necessary to

reconstitute the inquiry mechanism. Accordingly, vide this Department's order of even number dated 22.11.2024, a new Inquiry Officer and Presenting Officer were appointed to inquire into the charges framed against Dr. Virender Sharma.

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 30.12.2025.

10. Whereas, in the said Inquiry Report, Article-I was held as proved.

11. 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 09.01.2026, affording him an opportunity to submit his representation against the findings of the Inquiry Officer.

12. Whereas, the Charged Officer submitted his written representation dated 11.02.2026, 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.

13. 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.

14. 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 from service' under Rule 11 (ix) of the CCS (CCA) Rules, 1965 upon Dr. Virender Sharma.



15. 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.

16. Whereas, Dr. Virender Sharma 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.

17. 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.

18. Whereas, the record reveals that on 01.12.2021, Dr. Virender Sharma, Assistant Professor (Mathematics) engaged in acts constituting sexual harassment of a B.Sc. 2<sup>nd</sup> Year girl student of Rajiv Gandhi Government Degree College, Chaura Maidan, District Shimla. The allegations, which stand duly substantiated, inter alia establish that he initiated and maintained inappropriate personal contact with the girl student through messages and, on the said date, called her to meet near Cecil Hotel, Shimla, thereafter taking her to his residence where he attempted to establish physical contact against her will. The complainant resisted such advances and succeeded in escaping. The conduct so proved is indicative of moral turpitude and misconduct of the gravest order. The aforesaid acts amount to clear violations of Rule 3(1)(i), 3(1)(ii), and 3(1)(iii) of the CCS (Conduct) Rules, 1964, which mandate that every Government servant shall maintain absolute integrity, devotion to duty, and conduct himself in a manner befitting a Government servant at all times. The misconduct established in the



present case is wholly incompatible with these standards, particularly considering the sensitive and responsible position held by the Charged Officer.

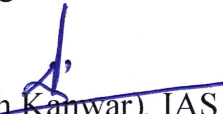
19. Whereas, in view of the above and upon due consideration, I concur with the findings of the Inquiry Officer insofar as Article-I is concerned. The misconduct proved is of a grave and serious nature and is wholly unbecoming of a Government servant holding the post of Assistant Professor (College Cadre). The explanation furnished by Dr. Virender Sharma, does not satisfactorily rebut the evidence on record nor does it mitigate the gravity of the established misconduct.

20. Whereas, the Article of Charge framed against the Charged Officer stands conclusively proved on the basis of the evidence adduced during the inquiry and the well-reasoned findings recorded by the Inquiry Officer. The misconduct so established is of an extremely grave, serious, and reprehensible nature, inasmuch as the Charged Officer, while functioning in the capacity of a teacher, subjected a young student to unwelcome physical contact of a sexual nature and indulged in behaviour wholly unbecoming of a Government servant. Such conduct constitutes not only a flagrant abuse of official position but also a gross violation of the fiduciary trust reposed in a teacher by students, parents, and society at large.

21. Whereas, a teacher occupies a position of utmost trust, confidence, and moral responsibility, and is expected to uphold the highest standards of integrity, propriety, and professional conduct. The sanctity of the teacher-student relationship is founded upon mutual trust, dignity, and the assurance of a safe and secure educational environment. Any act of sexual impropriety directed towards a student strikes at the very root of this relationship, undermines institutional discipline, endangers the safety and psychological well-being of students, erodes public confidence in the education system, and brings disrepute to Government service.

22. Now, therefore, having regard to the nature and gravity of the misconduct proved under Article-I, the circumstances of the case, after due application of mind to all relevant facts and circumstances of the case and the need to uphold institutional integrity and public trust, the undersigned is of the considered opinion that the ends of justice would be met only by the imposition of a major penalty commensurate with the seriousness of the offence. Hence, having regard to the nature and gravity of the misconduct, 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. Virender Sharma, Assistant Professor (Mathematics), Government College Tissa Distt. Chamba, the major penalty of "**Dismissal from Service**". The said Dr. Virender Sharma 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

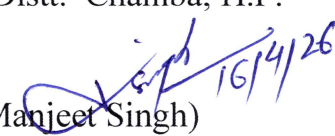
**Registered**

Dr. Virender Sharma, Assistant Professor (Mathematics)  
Government College Tissa, Distt. Chamba, H.P.

**Endst. No. As above Dated Shimla-17100 the 16.04, 2026.**

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

1. The Director of Higher Education, Himachal Pradesh, Shimla-171001.
2. The Principal, Government College, Tissa, Distt. Chamba, H.P.
3. Guard file.

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