

**Department of Personnel and Training O.M. No.36026/3/85-Estt.(SCT),
dated the 24th June, 1985, to all Ministries/Departments, etc.**

Subject :—Harassment of and discrimination against Scheduled Castes and Scheduled Tribes employees in Central Government Services/posts.

Ministries/Departments are aware that the Government, as a part of the programme for the general welfare of the persons belonging to the SC/STs, have provided reservation in Central Government Services accompanied by various other benefits, concessions and relaxations. The main objective for providing reservation for Scheduled Castes and Scheduled Tribes in appointment to civil posts and services of the Government is not just to give jobs to some persons belonging to these communities and thereby, increase their representation in services but to uplift these people socially and merge them in the mainstream of the nation.

2. It has, however, been pointed out to this Department that the Scheduled Castes and Scheduled Tribes officers, after appointment, are subjected to harassment and discrimination on grounds of their social origin. It has been pointed out that SC/ST officers are sometimes transferred to far-off places and also placed at insignificant positions. It has also been stated that these officers are not accepted at their places of postings by the concerned superior officers in some cases.

3. In this connection, it is emphasised that Government servants should desist from any act of discrimination against members of SC/ST communities on grounds of their social origin. It is also requested that senior officers, including the Liaison Officers of the Ministry/Department, should keep a close watch to ensure that such incidents do not occur at all. However, if any such incident comes to the notice of the authorities, action should be taken against the erring officials promptly.

4. Ministry of Finance etc. are accordingly requested to bring the contents of this Office Memorandum to the notice of all concerned.
