

Date: 26 Nov 2024

From

M Senthilnathan, BFA(Painting),MFA(Printmaking),M.A(Lit)

TGT (Trained Graduate Teacher-ART)

Emp. Id: 3026 / Emp. No: 11161

AECS -Turamdih.(Jharkhand)

To,

National Administration Office

NATIONAL HUMAN RIGHTS AND CRIME CONTROL BUREAU

Quater No:LS/48, First Floor,

Ranchi, Jharkhand -834002

Subject: Grievance Regarding Outrageous Retribution, Discrimination, and Misconduct by the Principal Mr. Dnyaneshwar R Mohrir, AECS-Turamdih and Mr Saroj Dalai (TGT) towards a PWD staff member with benchmark disability (65%) (Myself,the petitioner)

Respected Sir,

I, M. Senthilnathan, TGT (Art) at AECS-Turamdih, humbly bring to your attention the continuous instances of humiliation, discrimination, and unprofessional behavior perpetrated by 'Mr. Dnyaneshwar R Mohrir', Principal of AECS-Turamdih, and certain staff members under his protection.

Additional Concerns:

1. Neglect of Duties Assigned to Me as an Art Teacher:

Despite being a dedicated art teacher with over 14 years of experience in AEES, Mr Dnyaneshwar Mr. Dnyaneshwar R Mohrir (Principal) has consistently avoided assigning me duties comparable to other staff members. This calculated neglect reflects his ulterior motive to sabotage my Annual Performance Appraisal Report (APAR) and Performance-Related Incentive Scheme (PRIS), which would affect my professional growth and financial well-being.

2. Continuous Dedication despite Humiliation:In spite of these efforts to demoralize me, I have been diligently performing my assigned duties with unwavering commitment. However, the repeated instances of humiliation and insults have deeply affected my morale and sense of belonging within the institution.

3. Incidents of Humiliation and Threats by Other Staff:

I have faced multiple incidents of humiliation, intimidation, and even threats by staff members, including:

- Mr. Rajesh Kr Bhatt (PHE-Request Transferred to Mumbai)
- Mr. Sunil Kanti Chakma (Vice-Principal, AECS-Turamdih)
- Mr. Saroj Dalai (TGT-Science)
- Mrs. Vijayamani (PRT) & Mrs Veena Pradeep (Headmistress)
- Mrs Rupinder kaur(PRT)

4. Favouritism Undermining Institutional Integrity:

The favouritism shown by Mr Dnyaneshwar R Mohrir undermines the very values that AEES promotes, such as vigilance awareness, communal harmony, and institutional integrity. These values, intended to uphold ethical standards and fairness, are reduced to mere symbolic gestures when the Principal himself engages in unethical practices.

Chronology of Incidents:

1. Incident of 12th October 2022:

While I was discharging my duties during the All India Inter-AEES Art Competition, Mr Saroj Dalai, TGT (Science), obstructed my work and humiliated me in public. Despite raising a formal grievance about this incident, the Principal failed to take any action, showing a blatant disregard for my concerns.

2. Incident of 29th April 2023 and 23rd June 2023:

On these occasions, Mr Rajesh Kr. Bhatt, PHE Teacher, threatened me with harm outside the school premises. I submitted grievances regarding these incidents, but the Principal dismissed them lightly, claiming there was "nothing to worry about." His lack of seriousness enabled the offender to continue his threatening behaviour.

3. Incident of 21st November 2024 (Morning):

Around 10:45 AM, while I was assisting students from Classes X-B and X-C with their science project in the physics lab, Mr Saroj Dalai barged in and began shouting in an erratic and threatening manner, asking the students to leave despite my presence as their supervising teacher. His behavior was humiliating, unprofessional, and unwarranted, but the Principal failed to act despite being informed.

4. Incident of 21st November 2024 (Brunch Break):

During the brunch break, Mr. Saroj Dalai deliberately collided with me in an unruly manner in the corridor and threatened me in Hindi, saying, "If you come across me again,

I will beat you up."* Despite my oral complaint to the Vice-Principal and Principal, no corrective measures were taken, indicating the Principal's indifference to my safety and dignity as a PWD staff member.

5. Ongoing False Allegations by Mr Dnyaneshwar R Mohrir (Principal):

It has come to my attention that the Principal has been influencing higher authorities with false allegations against me, aiming to tarnish my reputation and create grounds for my dismissal. His actions not only reflect personal grudge and vengeance but also intent to sabotage my career and integrity.

Repeated grievances highlighting these incidents have been submitted, but no action has been taken. For instance:

- Mr. Rajesh Kr Bhatt has previously issued intimidation threats, including threatening to kill me (grievances submitted on 29/04/2023 and 23/06/2023).

- Mr. Saroj Dalai has displayed erratic and threatening behavior on multiple occasions.

Despite my efforts to address these incidents formally, they have been ignored, as the individuals involved are perceived as "favourites of the Principal".

Urgent Request for Action:

1. Investigate the Grievances:

I request an impartial investigation into the grievances I have submitted regarding the actions of Mr. Mohrir and other staff members.

2. Demote the Principal:

Given Mr. Mohrir's repeated instances of mental harassment, favoritism, and discriminatory behavior, I urge you to **demote him from his current position until his retirement**. His actions are not conducive to a healthy and inclusive school environment and are detrimental to the students, staff, and the institution as a whole.

3. Prevent Further Malice:

Ensure that Principals and other authorities in AEES are prevented from filing false allegations and engaging in acts of mental torture against staff members. Such behavior tarnishes the institution's reputation and creates a toxic workplace environment.

I remain committed to serving AECS-Turamdih and its students with dedication and sincerity. However, I seek your kind intervention to restore fairness and integrity within the institution and to protect my rights and dignity as an employee and a PWD belonging to a Scheduled Caste.

I sincerely request your intervention to uphold morale, protect my mental health, and restore a professionally healthy environment at AECS-Turamdih, Jharkhand.

In conclusion:

I earnestly request the National Human Rights and Crime Control Bureau to take swift and impartial action against Mr. Mohrir and Ms. Dalai Saroj for their alleged misconduct, which has caused undue distress and humiliation. Teaching is one of the noblest professions, entrusted with shaping the future of society through knowledge, compassion, and integrity. However, such misconduct by authorities and staff tarnishes the image of this esteemed profession and creates a hostile environment that is contrary to the values of inclusiveness and mutual respect.

As a Person with Disability (PWD), I believe in the fundamental right to dignity and fair treatment, which should never be compromised under any circumstances. The actions of the aforementioned individuals appear to reflect a disregard for the rule of law and an oppressive mindset that undermines the principles of equality and justice. I implore the Bureau to conduct a thorough investigation into this matter, ensuring that the truth is brought to light and appropriate measures are taken to hold the perpetrators accountable and uprooted immediately to uphold the integrity of the teaching community and ensure a supportive, fair, and equitable working environment. Let this serve as a precedent that no one is above the law and that all individuals, irrespective of their abilities, deserve dignity, respect, and protection within the system. Thank you for your attention and support.

Yours sincerely,



M. Senthilnathan

TGT (Art), AECS-Turamdih, East Singhbhum

E-mail: senthilreena@gmail.com / Mob: 9629034375 / 9445835165(WA)

SUPPORTING DOCUMENTS: Has been Merged as PDF with this main complain letter.

Date: 22/April/2024

From

M Senthilnathan B.F.A (Fine art), M.F.A (Graphics), M.A (Lit)

TGT (Art Education)

A.E.C.S-Turamdih.

To

The Chairman,

LMC (A.E.C.S), Jaduguda.

Through: The Principal, A.E.C.S – Turamdih.

Subject: Grievance regarding repeated humiliation and mental torture

Dear Sir,

I hope this letter finds you in good health and high spirits. I am writing to bring to your attention a distressing series of incidents that occurred at AECS-TURAMDIH on 19th April 2024, involving the Vice Principal and Mr. Saroj Dalai (TGT). I have been subjected to repeated humiliation and mental torture, which has deeply affected my well-being and peace of mind. I kindly request your intervention in this matter to address the issue and ensure my rights and dignity are upheld.

1. On the aforementioned date, at approximately 7:40 AM, I approached the 'Arrangement Period Committee,' consisting of Mr. Sunil Chakma, Mr. Murmu, and Mr. Saroj Dalai, to discuss my discomfort related to my disability. I suffer from osteoarthritis, specifically TIBIO FIBULAR SYNOSTOSIS, which has fused the bones of my tibia and fibula together in the operated area. Additionally, I have signs of arthritis in my locomotory organs. I provided a medical summary, along with a prescription dated 10th March 2024 from Dr. Jayant Kumar, an orthopaedic specialist at Tata Main Hospital, Bistupur, and Jamshedpur, to support my condition (attached for your reference).

- 2. To my utmost dismay, instead of receiving understanding and support, I was met with severe humiliation and mental torture from the Vice Principal and Mr. Saroj Dalai. Mr. Chakma sarcastically commented, "students are climbing two-story buildings, why not you?" when I attempted to explain my disability and the challenges I face in climbing steep staircases. This derogatory expression is not only condemnable but also inhumane. Mr. Chakma further dismissed my concerns by stating that I was talking nonsense, displaying a lack of empathy and exhibiting symptoms of 'intermittent explosive disorder' in his impulsive outburst.**
- 3. Furthermore, on 2nd March 2024(Attached email copy sent to I was forcefully stopped and subjected to a frisk by the security guard at the school gate. This act was orchestrated by Mr. Sunil Chakma, the acting Principal at the time, with the clear intention of demoralizing and sabotaging my image in front of other staff members. As a person with a benchmark disability, this incident deeply humiliated and offended me. Mr. Chakma's constant indulgence in retaliatory actions and abuse of power as a reporting officer is highly condemnable and unbecoming of a teacher or an authority figure.**
- 4. Moreover, when I approached Mr. Murmu and Mr. Saroj Dalai before engaging in a conversation with Mr. Chakma on 19th April 2024, Mr. Saroj Dalai argumentatively pointed out that I should have refused to sign the register for the arrangement classes on the upper floor. His unintelligible reasoning and lack of accountability for his mistakes, despite my repeated request letters highlighting my difficulties in climbing staircases due to my disability and the progressive nature of my arthritic condition, demonstrate his indifference and disregard for my well-being.**
- 5. I would also like to bring to your attention an incident dated 12th October 2022, where Mr. Saroj Dalai obstructed my duty by switching off the computer, printer, light, and fan and also asked to 'Get Out' from the exam department as if it's his private property. His impulsive act humiliated and mentally stressed me throughout the day, causing a delay in the completion of my duties. Despite the Principal's intervention, Mr. Dalai escaped any consequences or disciplinary action. It is disheartening to**

witness his repeated instances of making fun of me indirectly, believing that he is beyond the reach of the law and immune to punishment.

I believe that every individual, irrespective of their physical condition, deserves to be treated with dignity, respect, and empathy. It is disheartening to experience such mistreatment within an educational institution, which should foster a nurturing and inclusive environment for all students and staff members. I strongly urge you to conduct a thorough investigation into these incidents and take appropriate disciplinary measures against those responsible.

Additionally, I kindly request that necessary accommodations be made to ensure my safe and convenient access to the 7th and 8th class rooms. This may involve providing alternative routes, or ground floor arrangement, to facilitate my movement. Such accommodations are in line with the principles of inclusivity and equal opportunities that should be upheld by the institution.

I trust that you will address this grievance promptly and ensure that necessary steps are taken to prevent the recurrence of such incidents in the future. I look forward to a swift resolution to this matter and your assurance that my rights and well-being will be protected.

Thank you for your attention to this serious matter.

Yours faithfully,

A handwritten signature in blue ink, appearing to read 'M Senthilnathan', with a stylized flourish at the end.

[M Senthilnathan, TGT, A.E.C.S-Turamdih]

Attached Docs:

1. Grievance letter dated : 12/Oct/2022
2. Grievance letter dated : 28/April/2023
3. E-mail copy dated 04/March/2024, to The LMC, Chairman, Jaduguda.
4. PH certificate, Certificate No: KPM/LD/71225
5. Recent X- ray copy dated: 09 March 2024.
6. TMH, Medical summary dated: 10/March/2024

From

28/July/2024, Turamdih

M Senthilnathan,BFA,MFA(Printmaking),M.A(Lit)

Emp. Id: 3026 / Emp. No: 11161

AECS -Turamdih.

To

Mr.Principal

AECS-Turamdih

Subject: Grievance against Vice-Principal Mr. Sunil Chakma for Misconduct and Misuse of Power

Respected Principal,

I am writing to formally express my grievance regarding the conduct of Mr Sunil Chakma, Vice-Principal of AECS-Turamdih. His actions have been disrespectful, misleading, and an evident misuse of his power for personal benefits.

Mr Chakma has been involved in the scandalous act of purchasing low-budget display boards that do not meet the quality standards expected by our institution. Despite being the designated in-charge of display boards for AECS-Turamdih, I was neither consulted nor informed about this decision. Instead, Mr Chakma collaborated with another TGT teacher, Mrs Indu Singh, to procure these substandard boards.

On Friday, when I inquired about the vendor details, including the contact number and address, Mr. Chakma reacted outrageously in front of all staff members. He refused to provide the seller's phone number and address. This unprofessional behavior, combined with the lack of transparency, raises serious concerns about the integrity of the procurement process.

Given these circumstances, I strongly suspect unethical practices are at play. I do not wish to be associated with such actions. Therefore, I kindly request to be relieved from my position as the in-charge of display boards. I urge you to consider my request promptly to ensure that I am not implicated in any potential misconduct or scam involving Mr. Chakma and Mrs. Indu Singh. I do not want to support the purchase of low-quality products through the GeMs portal under the guise of cost-saving.

I hope you have noticed the effort I have put into processing and materializing proposed items. It is disheartening to bring to your attention that the person in a position of authority is not only acting corruptly but also willingly disseminating false information. I cannot tolerate this behavior.

Thank you for your understanding and swift action on this matter.

Sincerely,

A handwritten signature in blue ink, appearing to read "M Senthilnathan". The signature is written in a cursive style with a prominent initial "M".

M Senthilnathan

TGT-ART

AECS-Turamdih

From:

Date: 23/June/2023

M.Senthilnathan

Emp.Id: 3026

AECS-Turamdih

To

The Secretary

Anushakti nagar

AEES- Mumbai.

Through: The Principal, AECS-Turamdih.

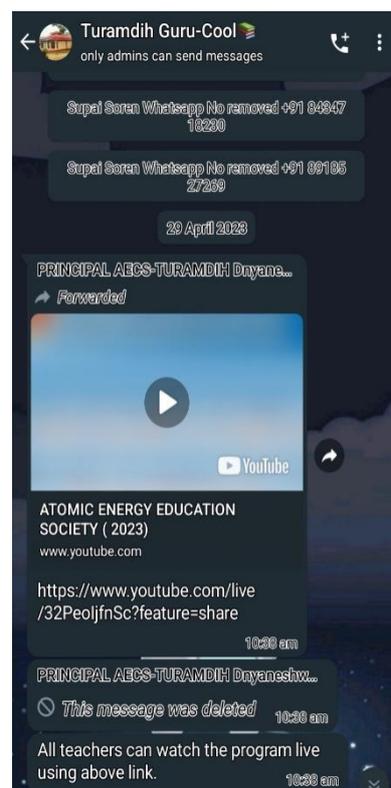
1. SUB: Grievance letter dated 23/June/2024: Mr Rajesh Kumar Bhatt, PET (TGT), misbehaved and intimidated me by threatening, that he may 'Kill me outside the school gate' of AECS,Turamdih.

Respected Secretary Sir,

On 29/04/2023 both the Principal and the Vice-Principle were out of station officially, the same day around Mid-Noon around 12 50 P.M to 1: 15P.M,while I was watching the program - 'Education for Holistic Development and Discovering new paradigms in Education', Live on screen, inside the computer Lab, as we were instructed by the Principal sir, to access for the same (WhatsApp message dated 29/04/2023,sent by Mr. Principal, has been attached),Mr. Rajesh Kumar Bhatt, PET(TGT),misbehaved and intimidated me by threatening , that he may 'Kill me outside the school premise ' of AECS,Turamdih. This is outrageous and unbecoming of a teacher. I'm a disabled person (PWD) with (65%) benchmark disability and a staff of AEES (DAE).



As the IPC Law says:



Section 506 of the IPC deals with criminal intimidation, which is defined as the act of threatening someone with injury to their person, property, or reputation with the intention of causing them to do any act which they are not legally bound to do or to omit any act which they are legally entitled to do. The punishment for a conviction under this section is imprisonment for a term which may extend to two years or with fine or both.

Sir, I want justice and the miscreant should be punished, and he should not think that he is above the law. I have already given a grievance letter against Mr. Rajesh Bhatt, but action was not taken yet, and this escalated his misbehavior with his co-staffs and make him feel upper hand over the Authorities and encourages to do more unlawful activities (Not only me but also other staffs might have witnessed him giving corporal punishment several times during the assembly hours, but either the earlier principal Mr. Santhosh Jadav or the current Principal Mr. Dnyaneshwar Mohrir has taken disciplinary action against him.)

Just that he (Mr. Rajesh Bhatt) got transferred from Turamdih to Mumbai, does not mean he can indulge in any kind of crime and easily escapes from his action, it's simply an act of ignorance. The next day, when Mr. Principal came on 30th of April 2023, principal asked me to ignore and not to give a grievance letter. This shows the incompetence of immediate authority, which is equally helping the miscreant for his misbehavior to propagate further in the future.

I have been punished (Third year of stay in Turamdih) for false allegations and sent far away from my hometown leaving my sick wife and Cancer Patient Mother, my request for transfer was not considered by the authorities, but criminals like Mr Rajesh Kumar Bhatt were easily set free, this is atrocious, and it bring chills to the spine.

All I request goodwill is justice and safety, as I'm staying away from my hometown and family. And I'm the sole bread winner of my family; I beg the chairman to enquiry the grievance and do the needful (justice), as early as possible, as I was scared and mentally disturbed by his intimidation. And you are my last resort.

Witnesses:

Prime Witness: Mr. SUPAI SOREN (TGT-Comp.science)

Secondary Witnesses: Mrs. PUNAM JYOTI LAKRA (TGT-Science) and Mrs. HENA KAUSAR (PRT)

Yours Sincerely,



(M Senthilnathan, TGT-Turamdih)

Attached: Grievance letter dated 21/March/2023

From

Date: 22 OCT 24'

M Senthilnathan, B.F.A (Painting), M.F.A (Graphics), M.A (Lit)

TGT (Art)

AECS-Turamdih

To

The Secretary

Atomic Energy Education Society (AEES)

AEES, Anushaktinagar

Mumbai - 400094

Through: The Principal, AECS-Turamdih

Subject: Grievance Regarding Discrepancy and Deliberate Avoidance of Responsibilities by the Principal, AECS-Turamdih

Respected Sir/Madam,

I hope this letter finds you in good health. I am writing to formally submit a grievance regarding the deliberate avoidance of assigning deserved responsibilities and the continuous efforts to humiliate and undermine my position by Mr. Principal, AECS-Turamdih. Despite my 14 years of dedicated service to AEES and my commitment to fulfilling my responsibilities as an Art teacher and Art In-Charge (I/C), I have been consistently side-lined in favour of individuals less qualified for art-related duties. This has not only impacted my professional standing but has also caused significant personal stress and adversely affected the morale and performance of my students.

Incident I:

During the *Pariksha Pe Charcha 2024* event held on 23rd January 2024, I was completely ignored for the responsibilities related to my role, despite being available and always diligent in my service. Instead, the I/C duty for the event was assigned to Mr. Tandi, a Mathematics teacher with no formal background or

training in art. It is baffling that a teacher with no experience in the subject could be selected over me, an Art teacher with over a decade of experience in this society. This act was not based on professional merit but was a result of personal differences between Mr. Principal and myself. This kind of bias is not only professionally unethical but also a disservice to the students who deserve guidance from a qualified art educator.

Incident II:

The ***All India Inter AECS Art Competition and Exhibition 2024-25***, scheduled for 22nd October 2024, further exemplifies the bias and deliberate humiliation I face. Despite having always been involved in discussions and preparations for this event in the past, this year, the I/C duties were once again handed to Mr. Tandi. This assignment to a teacher irrelevant to the subject of Art is not only illogical but also unfair. How can someone with no understanding or passion for the subject be expected to inspire and guide students to perform well in an art competition? Mr. Principal's ignorance and personal vendetta are creating a hostile work environment, and it is alarming that this behaviour has gone unnoticed by the AEES administration.

In anticipation of potential excuses regarding my availability, I would like to clarify that while I was initially scheduled to travel on 19th October 2024, I had to cancel my travel plans due to unforeseen weather conditions. I returned on 20th October 2024, a Sunday, and was always available through email, WhatsApp, or phone. Mr. Principal could have reached out to me through these channels, as he often does with other teachers, but chose not to, further proving his intention to exclude and humiliate me.

Additional Incidents:

There have been numerous other instances where Mr. Principal's behaviour has been disrespectful and unprofessional. For example, he locked the computer room while I was trying to use the projector for my class, citing a baseless concern that students might steal or damage the equipment. This kind of accusation is not only unfounded but also an insult to my integrity and responsibility as a teacher. In my 14 years of service, I have never allowed any misbehavior or damage to school property by students, and it is highly unethical for Mr. Principal to suggest otherwise.

Despite my repeated grievances to the LMC Chairman and the Secretary, my concerns have gone unheard. I request you to kindly consider my grievance and take the necessary actions to ensure that I am treated fairly and given the responsibilities I deserve as an Art teacher and Art I/C. The ongoing personal vendetta against me not only tarnishes my professional standing but also affects the students, who deserve proper guidance in the subject of art.

I sincerely hope that my concerns will be addressed and that the working environment at AECS-Turamdih can return to a state of professionalism and respect.

Thank you for your time and consideration. I look forward to your timely intervention in this matter.

Yours sincerely,

A handwritten signature in blue ink, appearing to read 'M. Senthilnathan', with a stylized flourish at the end.

M. Senthilnathan

TGT (Art)

AECS-Turamdih

24/Nov/2024, Turamdih

From

M Senthilnathan,BFA,MFA(Printmaking),M.A(Lit)

TGT(Trained Graduate Teacher-ART)

Emp. Id: 3026 / Emp. No: 11161

AECS -Turamdih.(Jharkhand)

To

Shri Arun Kumar Mandal,

Deputy Secretary (Nodal Public Grievances Officer)

Department of Empowerment of persons with Disability.

5th Floor, Pt.Deen Dayal Antyodaya Bhawan,

CGO Complex, New Delhi.

Subject: Grievance Regarding Outrageous Retribution, Discrimination, and Misconduct by the Principal, AECS-Turamdih and Mr Saroj Dalai (TGT) towards a PWD staff member with benchmark disability (65%) (Myself,the petitioner)

Respected Sir,

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Additional Concerns:

1. Neglect of Duties Assigned to Me as an Art Teacher:

Despite being a dedicated art teacher with over 14 years of experience in AEES, Mr Dnyaneshwar R Mohrir (Principal) has consistently avoided assigning me duties comparable to other staff members. This calculated neglect reflects his ulterior motive to sabotage my Annual Performance Appraisal Report (APAR) and Performance-Related Incentive Scheme (PRIS), which would affect my professional growth and financial well-being.

2. Continuous Dedication despite Humiliation:

In spite of these efforts to demoralize me, I have been diligently performing my assigned duties with unwavering commitment. However, the repeated instances of humiliation and insults have deeply affected my morale and sense of belonging within the institution.

3. Incidents of Humiliation and Threats by Other Staff:

I have faced multiple incidents of humiliation, intimidation, and even threats by staff members, including:

- Mr. Rajesh Kr Bhatt (PHE-Request Transferred to Mumbai)**
- Mr. Sunil Kanti Chakma (Vice-Principal, AECS-Turamdih)**
- Mr. Saroj Dalai (TGT-Science)**
- Mrs. Vijayamani (PRT) & Mrs Veena Pradeep (Headmistress)**
- Mrs Rupinder kaur(PRT)**

4. Favouritism Undermining Institutional Integrity:

The favouritism shown by Mr Dnyaneshwar R Mohrir undermines the very values that AEES promotes, such as vigilance awareness, communal harmony, and institutional integrity. These values, intended to uphold ethical standards and fairness, are reduced to mere symbolic gestures when the Principal himself engages in unethical practices.

Chronology of Incidents:

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5. Ongoing False Allegations by Mr Dnyaneshwar R Mohrir (Principal):

It has come to my attention that the Principal has been influencing higher authorities with false allegations against me, aiming to tarnish my reputation and create grounds for my dismissal. His actions not only reflect personal grudge and vengeance but also intent to sabotage my career and integrity.

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- Mr. Rajesh Kr Bhatt has previously issued intimidation threats, including threatening to kill me (grievances submitted on 29/04/2023 and 23/06/2023).
- Mr. Saroj Dalai has displayed erratic and threatening behavior on multiple occasions.

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2. Demote the Principal:

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3. Prevent Further Malice:

Ensure that Principals and other authorities in AEES are prevented from filing false allegations and engaging in acts of mental torture against staff members. Such behavior tarnishes the institution's reputation and creates a toxic workplace environment.

I remain committed to serving AECS-Turamdih and its students with dedication and sincerity. However, I seek your kind intervention to restore fairness and integrity within the institution and to protect my rights and dignity as an employee and a PWD belonging to a Scheduled Caste.

Additional Appeal:

I came across your contact information through the 'Department of Empowerment of persons with Disability under Ministry of Social Justice and Empowerment, Office order dated 15th July,2024 appointed as "Nodal Public Grievances Officer". Recognizing your esteemed position and authority, I see you as my 'last resort' to save me from this catastrophic situation.

I sincerely request your intervention to uphold morale, protect my mental health, and restore a professionally healthy environment at AECS-Turamdih, Jharkhand.

I am confident that your timely and just actions will not only protect my rights but also bring integrity and fairness to the institution.

Thank you for your attention and support.

Yours sincerely,



M. Senthilnathan

TGT (Art), AECS-Turamdih

E-mail: senthilreena@gmail.com / Mob: 9629034375 / 9445835165(WA)

Documents Attached:

- 1. Grievance Regarding Repeated Intimidation and Threat against a PWD Staff Member by Mr Saroj Dalai (TGT) and The Principal,AECS-Turamdih**
- 2. Subject: Grievance Regarding Discrepancy and Deliberate Avoidance of Responsibilities by the Principal, AECS-Turamdih**
- 3. Grievance letter dated 23/June/2024: Mr Rajesh Kumar Bhatt, PET (TGT), misbehaved and intimidated me by threatening that he may 'Kill me outside the school gate' of AECS, Turamdih.**
- 4. APRIL 2024-Grievance regarding repeated humiliation and mental torture BY Mr Sunil chakma and Mr Saroj Dalai**
- 5. GRIEVANCE AGAINST SAROJ DALAI DATED 12 OCT 2022, PAGE 1&2**
- 6. PH CERTIFICATE PAGE 1&2**
- 7. Jharkhand Online FIR System (JOFS) Open Complain Details-PDF copy**
- 8. Grievance against Mrs Rupinder Kaur 30sept2023**
- 9. UNIQUE DISABILITY ID CARD-GOVT OF INDIA**
- 10. Employ ID**

Date: 23 Nov. 24

From

**M Senthilnathan, B.F.A (Painting), M.F.A (Graphics), M.A (Eng.)
TGT (Art Education), A.E.C.S-Turamdih**

To

**The Secretary,
Atomic Energy Education Society (AEES),
Mumbai**

Through: The Principal, A.E.C.S-Turamdih

Subject: Grievance Regarding Repeated Intimidation and Threats against a PWD Staff Member (Myself, TGT-Art Teacher, the petitioner) by the Principal and Mr Saraj Dalai (TGT), AECS-Turamdih.

Dear Sir/Madam,

I am writing to bring to your attention the repeated instances of misconduct, intimidation, and threats I have faced as a Person with Disability (PWD) while serving as TGT (Art) at AECS-Turamdih. Despite previous grievances raised against similar incidents, the lack of action from the school authorities has emboldened such behaviour, putting my safety, dignity, and ability to work in a peaceful environment at risk.

Recent Incident:

On 21st November 2024, during the brunch break(10:30-11:00 am), while I was on my way to class, Mr. Saroj Dalai, TGT (Science), deliberately dashed into me in an unruly manner on the passageway. He then warned me in Hindi, saying, "If you come across me again, I will beat you up and give a tight slap on your face."

This threatening behaviour is not only an affront to my dignity but also a serious crime under laws protecting PWD individuals.

Despite raising oral complaints with the Principal (Mr Dnyaneshwar R Mohrir) and Vice-Principal (Mr Sunil Kanti Chakma) on the same day, no immediate action was taken. This lack of response reflects the institutional apathy towards addressing such grave issues.

Background and Previous Incidents:

This is not an isolated incident. I have previously faced similar misconduct and threats, which have been either ignored or handled inadequately by the school authorities:

Incident on 12th October 2022:

I lodged a grievance regarding Mr. Saroj Dalai's obstruction of my duties during the All India Inter-AEES Art Competition. Despite his repeated unprofessional behavior and humiliation, no action was taken against him.

Threats by Mr. Rajesh Kr. Bhatt (PHE Teacher):

On 29th April 2023 and 23rd June 2023, I raised complaints about Mr. Rajesh Bhatt's threatening behaviour, including an incident where he intimidated me with threats of harm outside the school gate. Despite the severity of the allegations, the matter was dismissed by the Principal, who absurdly stated that "since he hadn't done anything till now, there is nothing to worry about." Such a response from a person in a responsible position is not only irresponsible but also a blatant disregard for the safety of a PWD staff member.

Moreover, Mr. Rajesh Bhatt was later transferred to a location of his choice, further emboldening such individuals and discouraging victims from reporting misconduct.

Key Concerns:

Repeated Intimidation of a PWD Staff Member:

These incidents demonstrate a disturbing pattern of targeting and threatening a PWD staff member, which is a severe violation of my rights and safety.

Institutional Negligence:

The Principal (Mr Dnyaneshwar R Mohrir) and Vice-Principal (Mr Sunil Kanti Chakma) consistent failure to take these grievances seriously creates an environment where misconduct is tolerated and even encouraged.

Disregard for Legal Protections:

Threatening a PWD staff member with harm or obstructing their duties is a punishable offense under the law. The failure to act on such incidents undermines the legal framework meant to protect individuals like me.

Hostile Work Environment:

These repeated incidents have made it increasingly difficult for me to perform my duties in a safe and respectful environment, as expected in an institution under AEES.

Request for Immediate Action:

I request the following actions to address these concerns:

A Comprehensive Inquiry: A thorough investigation into the incidents involving Mr. Saroj Dalai and the previous cases involving Mr. Rajesh Kr Bhatt.

Strict Disciplinary Action: Appropriate and decisive action against individuals found guilty of misconduct, including Mr. Dalai and his accomplice Mr Principle-Turamdih

Ensuring Safety: Measures to guarantee the safety and dignity of PWD staff members, including me, at AECS-Turamdih.

Accountability of Authorities: An inquiry into the conduct of the Principal and Vice-Principal for their negligence in addressing these grievances and fostering a safe work environment.

The situation is further exacerbated by the biased and dismissive stance of the LMC Chairman at Jaduguda, the AEES Chairman, and the Secretary, who appear to favour the false allegations presented by the Principal without proper investigation. It is clear that the Principal's aim is to sabotage my image among committees and higher authorities, undermining my 14 years of contributions to the school's growth and betterment. His repeated efforts to discredit me indicate a personal vendetta to push me out of the system, preventing any progressive suggestions or ideas for the school's improvement.

It is also evident that the Principal has lost control over several facets of school regulation and facilities, yet his focus remains on tarnishing my reputation instead of addressing the pressing needs of the institution. This targeted harassment discourages not just me but any employee with genuine intentions to improve AEES and its students' futures.

I urge the appellate authorities and higher administration to conduct a fair and thorough investigation to uncover the truth and take appropriate measures to ensure justice. Only through such actions can the society truly reflect its commitment to integrity and the welfare of its staff and students.

Thank you for your attention and consideration.

Yours sincerely,



M Senthilnathan

TGT (Art)

AECS-Turamdih

Documents Attached:

- 1. Subject: Grievance Regarding Discrepancy and Deliberate Avoidance of Responsibilities by the Principal, AECS-Turamdih**
- 2. Grievance letter dated 23/June/2024: Mr Rajesh Kumar Bhatt, PET (TGT), misbehaved and intimidated me by threatening, that he may 'Kill me outside the school gate' of AECS,Turamdih.**
- 3. 22 APRIL 2024-Grievance regarding repeated humiliation and mental torture BY Mr Sunil chakma and Mr Saroj Dalai**
- 4. GRIEVANCE AGAINST SAROJ DALAI DATED 12 OCT 2022,PAGE 1&2**
- 5. PH CERTIFICATE PAGE 1&2**

Certificate of Disability

(In cases other than those mentioned in Forms V and VI)

(Name and Address of the Medical Authority Issuing the certificate)

[See rule 18 (1)]



Dr. S.

S., DPMR,

 Dept. of Physical Medicine & Rehabilitation
 Govt. Chengalpattu Medical College & Hospital
 Chengalpattu-603 001.

Certificate No : 52/19

Date : 21/1/19

This is to certify that I have carefully examined Shri/Smt/Kum. M. SENTHIL NATHAN
 son/wife/daughter of Shri. MOUNTIUS SAMY
 Date of Birth (DD/MM/YY) 28 2 1975 Age 43 years,
 male/female Registration No. permanent resident of
 House No. 29, Bharani Nagar, Near by Bhairi Township, Sadurangapattinam, KPM,
 Ward /Village/Street Post Office
 District Ammapuram State Tamilnadu whose photograph is affixed
 above, and am satisfied that he / she is a case of Locomotor disability. His / her
 extent of percentage physical impairment / disability has been evaluated as per guidelines
 (.....number and date of issue of the guidelines to be specified) and is shown against the
 relevant disability in the table below :-

Sl No	Disability	Affected Part of body	Diagnosis	Permanent Physical impairment/ mental disability (in %)
1	Locomotor disability	@ Rt upper	Post traumatic	65%
2	Muscular Dystrophy	& lower limbs	Sequelae of Rt	(SIXTY FIVE
3	Leprosy cured		lower limb due	PERCENT
4	Cerebral Palsy		to malunited	only)
5	Acid attack Victim		@ Tibia & f	
6	Low Vision	#	PTS @ wrist &	
7	Deaf	£	deformity &	
8	Hard of Hearing	£	↓ @ hand. f	
9	Speech and Language Disability			
10	Intellectual Disability			
11	Specific Learning Disability			
12	Autism Spectrum Disorder			
13	Mental illness			

UPIID Enrolment No. 3303/00000/1001/1981729

14	Chronic Neurological Conditions			
15	Multiple Sclerosis			
16	Parkinson's disease			
17	Haemophilia			
18	Thalassemia			
19	Sickle Cell Disease			

(Please strike out the disabilities which are not applicable)

2. The above condition is progressive / non - progressive / likely to improve / not likely to improve

3. Reassessment of disability is :

(i) not necessary or

(ii) is recommended / after years months and therefore this certificate shall be valid till (DD/MM/YY).....

@ e.g Left / Right / both arms / legs

e.g Single eye / both eye

e.g Left / Right / both ears

4. The applicant has submitted the following document as proof of residence :-

Nature of document	Date of issue	Details of authority issuing certificate
Adhar card		Govt of India


31/1/19

(Authorised Signatory of notified Medical Authority)

Dr. S. PADMA RANI, M.B.B.S., DPMR, (Name and Seal of the

Regn No. 83441

Senior Resident

Dept. of Physical Medicine & Rehabilitation

Govt. Chengalpattu Medical College & Hospital

Chengalpattu-603 001.

Countersigned

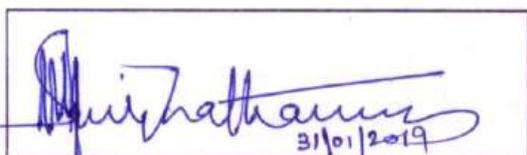
{Countersignature and seal of the

Chief Medical Officer / Medical Superintendent/

Head of Government Hospital, in case the

Certificate is issued by a medical authority who is

not a Government servant (with seal)


31/01/2019

Signature /Thumb impression of the Person in whose favour certificate of disability is issued

Note : In case this certificate issued by medical authority who is not a Government servant, it shall be valid only if counter sign by Chief Medical Officer of the District

GOVERNMENT OF PONDICHERRY
DEPARTMENT OF REVENUE AND DISASTER MANAGEMENT

TALUK OFFICE, PONDICHERRY / OULGARET

Certificate No. 73/T00/F/10

CASTE CERTIFICATE

(Certificate to be produced by a candidate belonging to Scheduled Caste or Scheduled Tribe in support of his/her claim)

This is to certify that Thiru / Tmt / Selvi Senthil Nathan
S/o. / W/o. / D/o. *Thiru/Tmt. Muthu Sany of Village/
Town No. 115 6th Cross, Thanthai Periyar Nagar, Ellepillai chetty District/
Division* Oulgaret of the State/Union
Territory* Puducherry belongs to the CH. A. L. Davidal (m)
Caste/Tribe* which is recognised as a Scheduled Caste/Scheduled Tribe* under—

- ** The Constitution (Scheduled Castes) Order, 1950.
- ** The Constitution (Scheduled Tribes) Order, 1950.
- ** The Constitution (Scheduled Castes) [Union Territories] Order, 1951.
- ** The Constitution (Scheduled Tribe) [Union Territories] Order, 1951.
[as amended by the Scheduled Castes and Scheduled Tribes Lists (Modification) Order, 1956; the Bombay Reorganisation Act, 1960; the Punjab Reorganisation Act, 1966; the State of Himachal Pradesh Act, 1970; the North-Eastern Areas (Reorganisation) Act, 1971 and the Scheduled Caste and Scheduled Tribe Orders (Amendment) Act, 1976].
- ** The Constitution (Jammu and Kashmir) Scheduled Castes Order, 1956.
- ** The Constitution (Andaman and Nicobar Island) Scheduled Tribes Order, 1959.
- ** The Constitution (Dadra and Nagar Haveli) Scheduled Castes Order, 1962.
- ** The Constitution (Dadra and Nagar Haveli) Scheduled Tribes Order, 1962.
- ** The Constitution (Pondicherry) Scheduled Castes Order, 1964.
- ** The Constitution (Scheduled Castes) Orders [Second Amendment] Act, 2002.
- ** The Constitution Scheduled Tribes (Uttar Pradesh) Order, 1967.
- ** The Constitution (Goa, Daman & Diu) Scheduled Castes Order, 1968.
- ** The Constitution (Goa, Daman & Diu) Scheduled Tribes Order, 1968.
- ** The Constitution (Nagaland) Scheduled Tribes Order, 1970.
- ** The Constitution (Sikkim) Scheduled Castes Order, 1978.
- ** The Constitution (Sikkim) Scheduled Tribes Order, 1978.
- ** The Constitution (Jammu and Kashmir) Scheduled Tribes Order, 1989.

परमाणु ऊर्जा शिक्षण संस्था (पंजीकृत)
परमाणु ऊर्जा विभाग का स्वायत्त निकाय
भारत सरकार
अणुशक्तिनगर, मुंबई 400 094



Atomic Energy Education Society
(Regd.)
Autonomous Body Under Dept.
of Atomic Energy Govt of India
Anushakti Nagar, Mumbai-400 094

Emp. ID.: 3026

AECS

Turamdih

एम सेंथिलनाथन

M SENTHILNATHAN

TGT

वैधता / Valid upto:
31/03/2029

मु प्र अ / CAO,

M. Senthilnathan



पहचान पत्र

पहचान चिन्ह

ID 1: A mole in the right hand middle fingure

ID 2: A mole in the Interior part of left stomach

जन्म तिथि

Date of Birth: 28/2/1975

रक्त वर्ग

Blood Group: AB+

धारक के हस्ताक्षर

M. Senthilnathan

मिलने पर किसी डाक पेटी में डाल दें या 022 25565049 पर सूचित करें
If found - please drop in any Post Box or Dial 022-25565049

UNIQUE DISABILITY ID

Government of India



STATE ID:

Aadhaar No.
*****0688



Card Issuing Authority
Udid Card Issuing Authority, Kancheepuram, Tamil Nadu



UNIQUE DISABILITY ID

Government of India



?? / Name

????? ???? ??

Senthil Nathan M



UD ID

TN0340619750088664

Disability Type

Locomotor Disability



Year of Birth
1975

% of Disability
65% (Sixty Five Percent)

Date of Issue
29/12/2021

Valid upto
Permanent

Issuing

Authority Sign