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भारत सरकार
मानव संसाधन विकास मंत्रालय
उच्चतर शिक्षा विभाग

Shastri Bhawan, New Delhi 3 rd December, 2018

Subject: Process to be adopted on allegation of corruption and irregularities in respect of institute under the Ministry of Human Resource Development. -- regarding.

A number of complaints /allegations of corruption and irregularities are received in this Ministry against the Directors/VCs in the Higher Education Institutes headed by them. With regard to dealing with such complaints, the usual practice is to send the complaint to the Chairperson of the Institute and seek a report. As the Chairperson is an honorary post and he has to depend upon the infrastructure of the Institute to conduct the enquiry in which case the influence of the Director/ VC cannot be ruled out. Moreover, many Chairpersons are academicians/ experts of their own domain who might not have any experience in conducting such enquiry and reaching the right conclusions. Moreover, sending a report to the Institute/ its Chairperson creates lot of murmuring in the Institute where knowledge of its Director/ VC being enquired against by MHRD erodes the authority of the Director/ VC to a great extent, and it is more damaging and unjust to the Director/ VC if the allegations in the complaint are false or are leveled by some vested interests.

2. In the light of above, to deal with such complaints, it has been decided to issue following instructions to all Bureaus in the Department of Higher Education:

(i) Whenever complaint against a Director/ VC is received, it should not be sent to the Institute or its Chairperson. Bureau Head should first ascertain the genuineness of the complainant as per CVC guidelines to avoid anonymous complaints. And if Bureau Head thinks that the allegations need to be looked into, he should summon the relevant records in MHRD and enquire into it. In only unavoidable cases, the Enquiry Officer or some other authorized person should visit the Institute for this purpose, that too when it is ascertained that allegations are not false or frivolous.

(ii) Directors/ VCs should avoid recruiting their spouses and close relatives in the Institutes headed by them, and if due to some reasons, their close relatives do apply for any post, the Directors/ VCs should mandatorily declare it well in advance and rescue themselves from the whole process. But even after their rescuing, the aura and influence of the post of Director/ VC in their Institute is such, it cannot be ruled out with surety that their close relatives do not get favourable and biased response during the selection process. To avoid such situations and to send a message that such selections are done on merit, it is directed that in all such cases where a relation of Director/ VC or Chairperson of the Institute is under consideration for recruitment, the Institute should inform MHRD well in advance and two additional experts will be provided by MHRD in the Selection Committee.

3. This issue with the approval of Competent Authority.