

# ETHICS, INTEGRITY AND APTITUDE

Time Allowed: 3 hr.

Max. Marks: 250

Q.	Marks	Instructions to Candidate
1.		<ul style="list-style-type: none"> <li>• There are 18 questions.</li> <li>• All questions are compulsory</li> <li>• The number of marks carried by a question/part is indicated against it.</li> <li>• Content of the answer is more important than its length.</li> <li>• Answers must be written in the space provided.</li> </ul> <p>Any page or portion of the page left blank in the Question-cum-Answer Booklet must be clearly struck off.</p>
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Date: 29/10/2016

Signature: Deepak

SECTION - A

Q1. What is the difference between a 'good man' and a 'good citizen'? Suggest measures to mitigate the differences. (150 Words) (10 Marks)

Ans:

Good man

⇒ In Context of fellow human being, societal orientation.

⇒ Basis is right set of values like kindness, empathy, love etc.

⇒ Not necessarily a good citizen.

⇒ Humanistic

⇒ Committed to human values

Good citizen

⇒ In Context of the Country, state orientation,

⇒ Basis is Compliance with rules, regulations, Constitutional ideals, Eg. Traffic laws,

⇒ Not necessarily a good man

⇒ Nationalistic

⇒ Committed to state values.

Measures to mitigate the difference:

- 1) Inculcation of both sets of values, i.e., human and national, from early childhood through family, school, society etc.
- 2) The basis of being a good citizen should include being a good man. A person shouldn't be considered as good citizen unless he displays basic-human values of empathy and compassion.

Remarks

3) Family values and norms should be consistent when applied in both cases.

4) Need to realize that 'good' in both cases has same force of truth, justice and honour.

Through proper education and socialization, the gap between two can be minimised. It needs to be systematised that a society needs both characteristics to be called 'good'.

3

Q2. Write short notes on the following:

- a) Knowledge is contingent and conditional, relative to various fluid perspectives or interests.
- b) Differentiate between 'Perfect' and 'Imperfect' duties.
- c) Western Buddhism
- d) Rationality

(75 Words each) (5×4 = 20 Marks)

Ans!

(a) Theory of 'Cognitive relativism' says that knowledge is contingent and conditional. It depends on how we perceive things and accept them. It is driven by individual attitude, preferences and interests. Eg. Knowledge about social issues like girl child problem or dowry issues.

~~(b)~~

~~(c)~~

(d)

Rationality is a way to take a decision based on reason. It provides a framework to arrive at conclusion that is most optimum. It also means improving efficiency and performance. Eg. Rationality in resource allocation to various welfare schemes based on analysis of costs and benefits.

Remarks

Remarks

*Remarks*

*Remarks*

Q3. Differentiate between 'act utilitarianism' and 'rule utilitarianism'. Which of them offers a better basis of taking decisions? Give reasons. (150 Words ) (10 Marks)

Ans:

'Utilitarianism' philosophy advocates choosing a course of action whose consequence can produce "greatest good for greatest number". "Act utilitarianism" has its focus on the action part to define whether it is ethically correct course of action or not. E.g. Decision to build a railway line to connect remote areas.

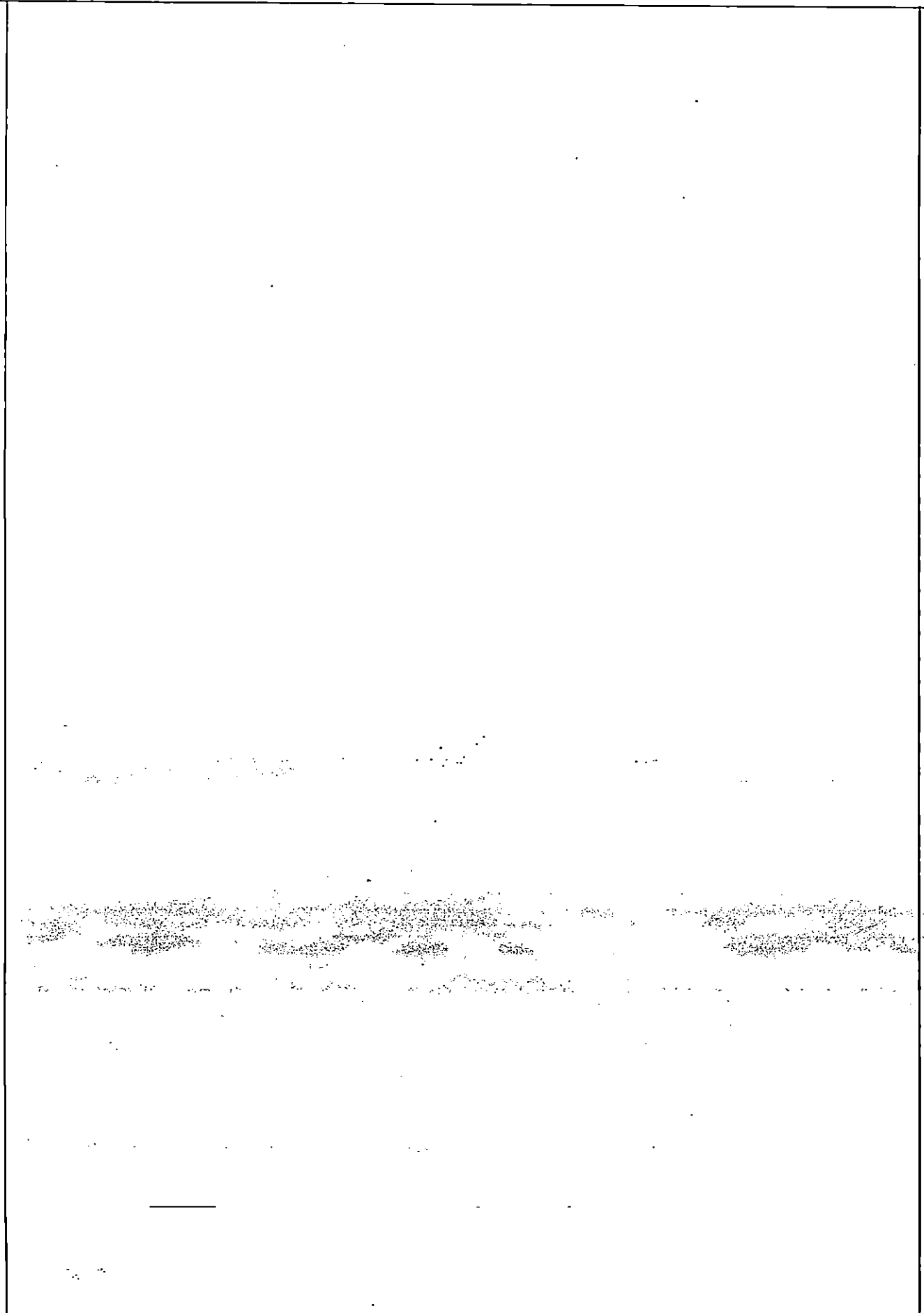
'Rule Utilitarianism' focusses on rule that determines consequences of actions that follow a particular rule. Ethicality depends on 'rule' that aims to maximise utility. E.g. A rule to reduce CMC emissions by motor vehicles.

'Rule Utilitarianism' offers a better basis of taking decisions as it addresses intention as well as action. Rule clearly

says what are going to be the consequences and how they will maximise utility. 'Act Utilitarianism' is partial and also only focussing on one act may not necessarily lead to greater good.

Remarks





*Remarks*

Q4. What is Citizen Charter? Why Citizen Charters are considered as proactive approach to good governance? Critically examine Indian experience to Citizen Charter. Suppose you become the head of District Health Office. How will you display your proactive approach in this respect?  
(150 Words) (10 Marks)

Ans.

Citizen charter is a way to show commitment of an organization towards better service delivery.

It has following 3 components:

- 1) vision and mission statement,
- 2) List of key services being provided and measurable standards of those services,
- 3) Grievance redressal mechanism in case citizens are not satisfied with services.

Proactive approach to good governance:

- (i) focus is on improving quality of service delivery,
- (ii) Greater participation and voice to citizens,
- (iii) Accountability and responsibility of organization and its officials,
- (iv) organization wide effort to improve capacity and perform better.

Indian experience to citizen charter suffers from

following:

- 1) Lack of citizens participation in formulation of charters.

Remarks

- 2) charters once formed have not been updated.
- 3) No separate efforts to publicise them or generate awareness. Eg. special funds are allotted in UK to publicize CC.
- 4) Lack of efforts in adhering to the commitments shown in the charter.
- 5) poor grievance redressal system.

I will formulate CC through a consultative approach involving citizens/clients, NGOs, CBOs, office staff etc. Also, this charter will be updated at least once a year. Clearly indicating services and their standards to ensure transparency and a well defined mechanism to deal with complaints.

CC is an effective way to implement "sevottam" model of service delivery.

Remarks

Q5. Two statements about patriotism have been given below. Interpret and explain their meaning in contemporary context.

a) Patriotism is not a short and frenzied outburst of emotion but the tranquil and steady dedication of a lifetime. (150 Words) (10 Marks)

b) Patriotism is when love of your own people comes first; nationalism, when hate for people other than your own comes first. (150 Words) (10 Marks)

Ans:

(a)

patriotism is an emotional level concept. people are part of a community called Nation-state. The loyalty and dedication to the cause of this community is reflected in patriotism.

But, it is not a short and frenzied outburst of emotions, e.g. recent chauvinism shown by people due to border problems between India-pakistan, call for an all out war as a response to cross-border terrorism. Such patriotism, which is more of 'national chauvinism' rather than true commitment to the cause of nation's wellbeing.

It is tranquil and steady dedication of a lifetime that is at the base of patriotism. e.g. socio-economic growth, obedience to rules and laws even day to day matters

Remarks

like traffic laws, public sanitation etc., building nation's capacity through Research & development, Global Support System, diplomatic strength etc. All the above require steady commitment of citizens throughout their life to the nation's cause and that is true indicator of patriotism.

1/2 + 2

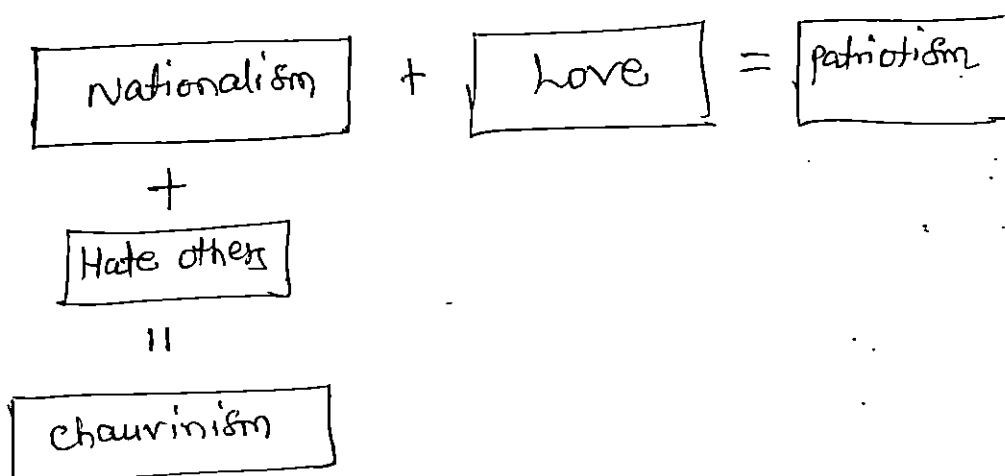
1/2 + 2

b) Nationalism is an ideology or emotional <sup>2.</sup> that has at its base that people of nation are one and their interests are also similar. It is about national unity. Sometimes nationalism extends to the other extreme where it means 'exclusive nationalism', which considers other nationals as their enemies and builds hate for anyone outside this community. E.g. Such nationalism developed before 1st world war between European countries.

patriotism is love for your own people. It has a more positive dimension. Its focus is on unity of the people and their wellbeing but not at the cost of others. It is not 'exclusive nationalism'. Here focus is

Remarks

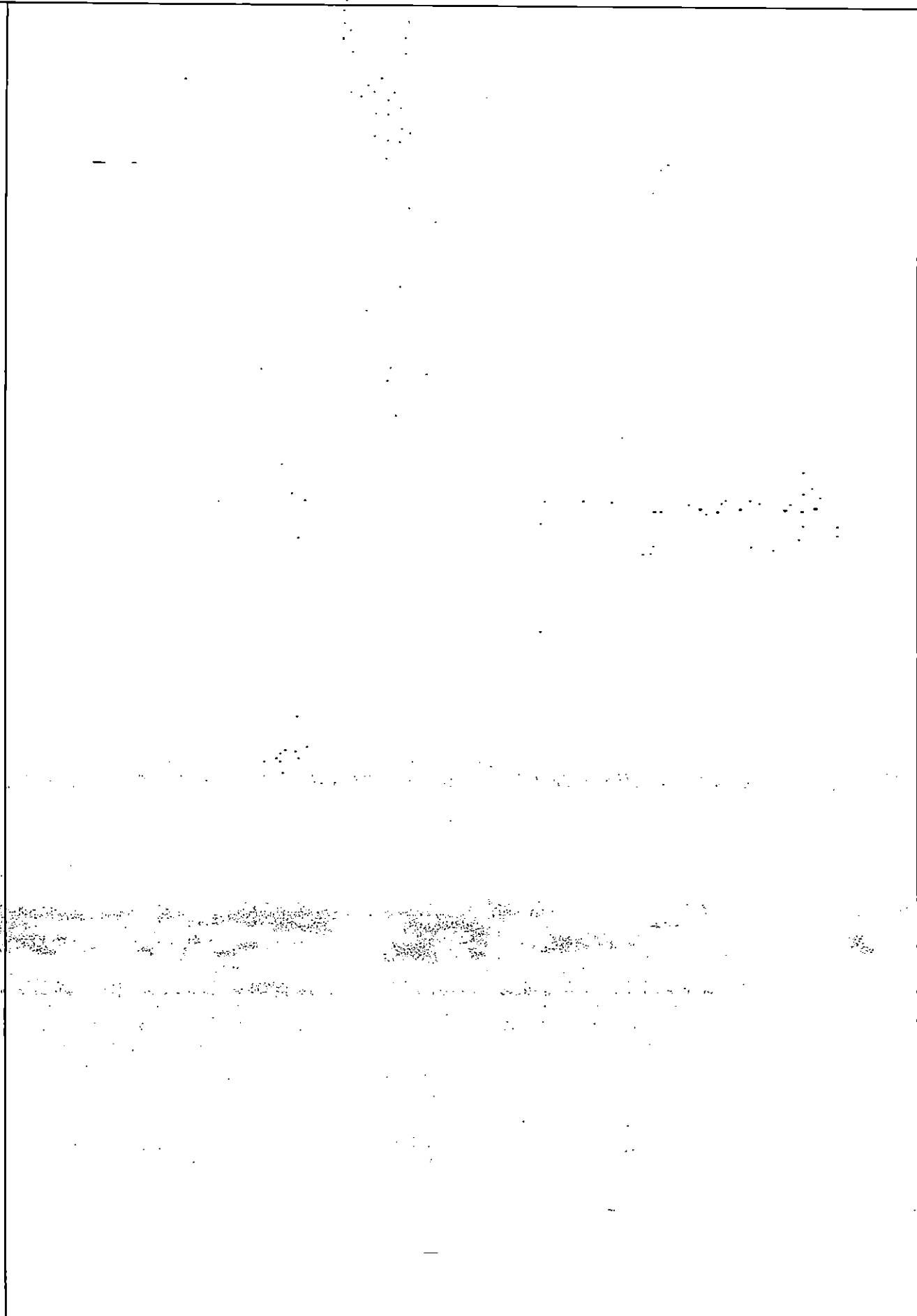
on showing love, loyalty and commitment to one's country without focussing on hate for others.



Hence, true patriotism has its basis in loving one's country and its people and working to improve their wellbeing.

Best  
clarity  
needed  
22

Remarks



*Remarks*

Q6. Examine the ethical issues in international relations. What are the major factors, which affect 'Ethics in International Relations'? Do you think that International Institutions have played its role well in promoting 'Ethics in International Relations'? Critically analyze. (150 Words) (10 Marks)

Ans!

It is said that international relations (IR) are guided by national interests rather than ethics.

Ethical issues in IR:

- 1) Realism rather than ethics or morality, e.g. US support to Pakistan,
- 2) Sovereignty of state vs Human rights protection, e.g. Libya issue or Yemen bombings,
- 3) Opportunistic alliances, not necessarily based on ideology, e.g. String of pearls,

Major factors:

- (i) National interest and National security is first priority,
- (ii) States want to maintain their power and influence over others, e.g. US/China
- (iii) Subjective ethics from each sides, e.g. Ethical justification by parties in Syria.

International institutions have played following roles:

- 1) funding agencies like WB, IMF, UNDP etc. e.g. AIDS Control in Africa.

Remarks



2) International Criminal Court indicting war criminals  
eg. Thomas Lubanga.

3) WTO trying to set rule driven free world trade, eg. Trade facilitation agreement etc.

But, it has been observed that these agencies have not been unbiased in their operations, eg. 9 out of 10 cases dealt by ICC from Africa only. This shows that these institutions have been western biased.

There is a need to establish a multipolar global world order that can promote ethig in IR in an impartial and objective way.

4  
Explanation could have been better

Q7. Write short notes on the following:

- a) Love is not patronizing and charity isn't about pity, it is about love.  
 b) Difference and similarity between values and virtues.

(75 Words each) (5×2=10 Marks)

Ans:

(a)

Love doesn't mean patronizing someone or giving them undue advantages such as showing nepotism, favouritism etc. As Vivekanand has said it should be Impersonal love towards all free from any ill will or bias.

Similarly, charity doesn't mean pity. It is an effort to help someone in reducing their sufferings. It is based on empathy and Compassion with its basis in love.

Eg. Bill and Melinda Gates Foundation.

(b)

Difference:

values

- ⇒ Inner disposition, basis of acts.
- ⇒ Linked to emotions
- Eg. Social values

virtues

- ⇒ reflects in outer actions such as kindness.
- ⇒ linked to character
- Eg. Aristotle's character building

Remarks

values and virtues both are similar in the sense that they become basis for ethical and moral acts. Both are fundamental level concepts that drive actions, behavior and attitudes.

(1)

Remarks

Q8. 'Problem-preventing values' have more importance than 'Problem solving skills.' Do you agree? Substantiate your opinion with suitable illustration.

(150 Words) (10 Marks)

Ans:

Problem preventing values:

- Proactive approach to problem sensing
- Extra efforts to identify problem prone areas
- requires constructive criticism
- to prevent loss to life and property needs values such as empathy, service drive, commitment and selflessness.

Eg. Preventing flood through strengthening of river embankment.

Problem solving skills:

- Professionalism, efficiency, economy
- Result orientation
- Rationality etc.

Eg. Disaster relief work.

basic difference between 2 is of values and skills. In any society 'values' are more important as they are more enduring and difficult to correct. 'Skills' can be acquired relatively easy and also can be changed or updated. But 'skills' without 'values' is dangerous

Remarks

as it could be used to serve immoral objectives at the cost of people, country and humanity.  
Eg. Collusive corruption in EIA.

Hence, problem preventing values are more important to prevent or mitigate the problems than problem solving skills that come at a stage when problem has already occurred.

✓

Remarks

Q9. What is corruption - A legal problem? A social problem? A moral problem? or just a grease that runs a system seamlessly? (150 Words) (10 Marks)

Ans:

Corruption is any such activity that involves misuse or abuse of public office for private gains. Eg.

- 1) Misappropriation of funds,
- 2) Bypassing rules or established procedure
- 3) Undue gain or loss to someone
- 4) Showing nepotism, favoritism etc.

Legal :: → Slow judicial process  
 → Difficulty of evidences, witnesses  
 → Inadequacy of laws  
 → Poor implementation,

Social :: → Society has accepted corruption  
 → glorification of money, power.  
 → No criticism or shaming of corrupt  
 → Considered as necessity,

Moral :: → Lack of ethical, moral values  
 → public office and resources meant to be misappropriated  
 → Everybody is doing it so all right

Grease to run a system :: → Demand-supply gap  
 → power-information asymmetry between citizen

Remarks

and officials,

- Complicated procedures necessitates corruption to speed the work
- incentive to public officials.

So, it can be seen corruption is an ecological problem with its linkages to social, legal, moral and economic problems. A multidimensional approach based on legal reforms, administrative reforms, intelligence, systemic changes and citizen's awareness can be helpful in curbing corruption.

4-2  
✓

Remarks

Q10. Is 'success' and 'failure' in carrying out an action is the same as doing 'right' and 'wrong' respectively? What are the things that need to be kept in mind while choosing to act in the morally right way? Which of the two - consequences of actions or motives of the person who carries out the action - makes the action right or wrong?

(150 Words) (10 Marks)

Ans!

while carrying out an action the 'right' and 'wrong' are determined by ethical orientation behind it. As Kant says it is the intent that determines ethicality of an action. 'Success' and 'failure' is not same as 'right' and 'wrong'. The outcome or consequence are not always in our hands. Success/failure depends on various external factors as well.

Things to be kept in mind while choosing to act in morally right way:

- 1) Act is done with right intentions. Eg. doctor prescribing surgery to save patient's life.
- 2) As a whole, it is for maximising happiness or wellbeing of others.
- 3) Think of Gandhian Talisman to arrive at right course of action.
- 4) It should be consistent with inner value system of the individual.

Remarks



Deontological approach says that it is the 'motive' that determines whether action is right or wrong. while Consequentialists consider 'Consequence' as the basis of right or wrong.

It can be said, it depends on case whether intent or consequence should matter more. But as Gandhi says as the means for the ends, hence, noble ends can be achieved through noble means only. In this way, pure intent or motive becomes more important. eg. passive killing of a terminally ill patient (Euthanasia).

✓

Remarks

Q11. It is said that a Civil Servant should have 'officer like qualities'.

- a) What do you mean by 'officer like qualities'? (75 Words) (5 Marks)
- b) Do "officer like qualities" come in the way of meeting the junior staff and people without any badge? (75 Words) (5 Marks)
- c) Are 'officer like qualities' prone to generate fear, distance and lack of communication? (75 Words) (5 Marks)

Ans:

(a)

officer like qualities:

- 1) Honesty, integrity, objectivity, diligence and impartiality.
- 2) professional excellence, competency.
- 3) Leadership abilities.
- 4) Inter-personal Communication skills, eg. team building, coordination, conflict management.
- 5) Compliance with rules, regulations, organizational values and broad objectives.
- 6) Devotion to duty and proactiveness.
- 7) Courtesy behavior and friendly attitude.

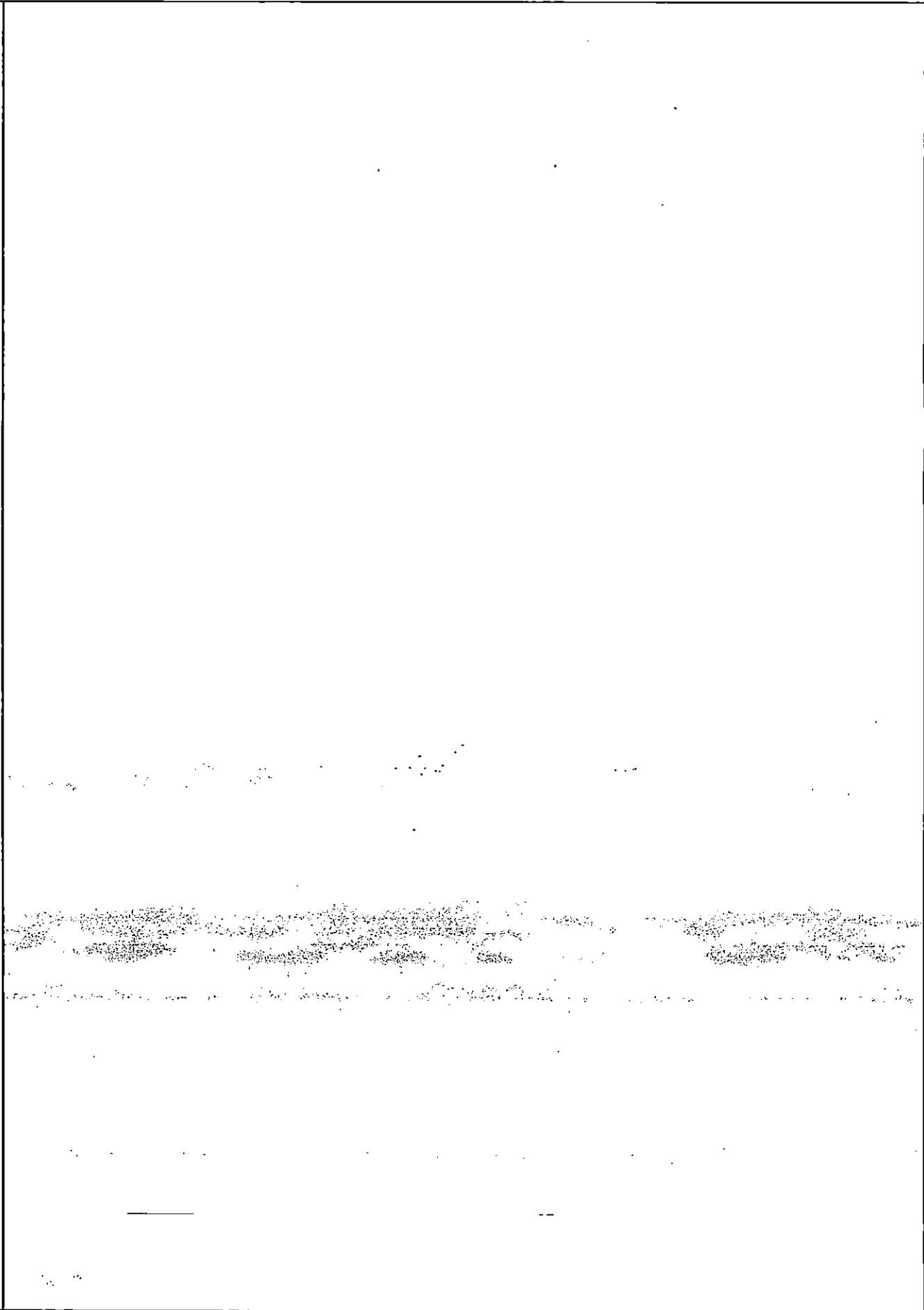
(b) No. on the other hand officer like qualities make it easier for an officer to interact with junior staff and other people. Qualities like Courtesy, friendliness, inter-personal skills etc.

Remarks

help the person in better understanding of others and respond appropriately. It helps in freer communication and building trust and confidence. (2)

(c) No. such qualities that generate fear, distance and lack of communication cannot be called OLCs. on the other hand, an officer should be approachable, accessible, citizen-centric, open to new ideas, change oriented and pleasing. Eg. 'Sankaran' of AP cadre IAS was referred as people's collector.

OLCs are meant to make the job of public service easier and not the other way around. (22)



*Remarks*

Q12. Tobacco smoking is a fashion and an addiction too, which has some established relation with the disease of cancer. Government has recently decided that 85 per cent of cigarette packet should display cancer warning, which the tobacco companies opposed and appealed in the court, but the court upheld the decision of the government.

- a) Do you think that such a display on the packet acts as a deterrent to cigarette smoking?  
(75 Words) (5 Marks)
- b) What are the other ways by which change in attitude and preferences can be brought in people who smoke out of fashion or addiction?  
(75 Words) (5 Marks)
- c) What is the use of prohibiting smoking if it generates revenue on the one hand and gives choice and freedom to enjoy people their lives as they wish? Do you agree? Give reasons.  
(75 Words) (5 Marks)

Ans:

(a)

Tobacco smoking causes cancer both through active and passive smoking. It has been one of the leading causes of cancer and resulting deaths.

Cancer warning on packets certainly acts as a deterrent as it reminds the person everytime he/she is about to smoke about the danger that it is causing to them. It is a constant reminder to them that they are doing something wrong and harmful. Consciously and unconsciously person will feel guilt and will take some action to resolve the guilt.

(b)

other ways of change:

- 1) Role models like cricketers, film stars etc. can be asked to come for advertisements

Remarks

against smoking and tell people how harmful it is rather than being a symbol of style.

2) Family members can be involved to convince people to leave smoking. Eg. A girl child asking her father to stop smoking,

3) De-addiction centres.

2

③

Though it is true that smoking products generate revenue for the government, but still it can't be justified as:

(i) There is substantial financial burden in terms of diseases like cancer, lung diseases etc., it eats up revenues of government, also causes immense hardships to the families.

(ii) passive smoking affects other people who are around and even if they do not intend to smoke, so this activity affects others and is not limited to one's freedom alone.

Hence, there is a need to launch a movement to curb smoking in society. It will lead to a healthy society and also prevent financial loss due to diseases.

Remarks

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*Remarks*

Q13. Police stations are more a demo of power center than service center. After getting into civil services, suppose you become Police head of a district. Critically analyze the steps which you will take to improve the image of the police service.

(150 Words) (10 Marks)

Ans:

Police set up in India was developed by British to suit their needs of maintaining law & order and suppress the people. To a large extent the structure, process, behaviour, attitude etc. is very much similar as it was in pre-independence era. Police stations represent power of state rather than a centre of service to people.

Steps to improve image of the police service.

- 1) Mandatory registration of FIR without any delay in all genuine cases.
- 2) Deployment of women police officers in all P.S. of district and preferably they take up cases of women, children and elders.
- 3) Attitudinal and behavioural change through sensitivity training and lectures from eminent persons,
- 4) Police at the cutting edge level to show friendly and courteous attitude to common people.

Remarks



- 5) Time bound investigation and filing of charge sheet to demonstrate professional aspect of policing,
- 6) A 'reception desk' or 'may I help you' centre at PS.
- 7) Initiatives like 'jan sunwai', at least once a week to directly address citizen's problems.

Through above initiatives and behavioural changes, image of police can be reformed as a 'service' and not just a 'force'.

3+2

Remarks

## SECTION - B

Q14. People of a slum area are disturbed because of loudspeaker noise coming from nearby religious places. Community members of that area are not happy, as sound is loud and sometime fiery speeches are also made. Also there is a sense of competition between different religious abodes to go louder especially during festivals seasons. They don't have courage to go to community leaders or police stations. You are son of a rich and powerful businessman who is preparing for Civil Services. One of your servant hails from that area and explain his problem to your father. But your father doesn't want to get into that, as he himself is the biggest donor of religious celebration of that area.

- What will you do according to your moral consonance?
- Discuss various options.
- Discuss merits and demerits of various options.
- Compare the best option and explain why you consider it as the best.

(250 Words). (20 Marks)

Ans:

Issues involved:

- 1) Rights to freedom of religion Vs right to have noise-free environment,
- 2) Poor people's voice Vs dominant section's voice.

(a) I will get more information from the servant and also will ask him what are kind of solutions that they expect in the given case.

I will also talk to my father regarding the issue and how it is disturbing the slum people.

Remarks

(b) 4 (c)

options and their merits/demerits:

1) Convince your father  to intervene  
 since father is biggest donor of religious celebrations of that area, his intervention can solve the issue. But, it may fire back as religious sentiments are involved.

2) Approach the local police station with a written complaint:

Local police can talk to members of both communities and arrive at an acceptable solution. But, due to communal angle police may not want to disturb current situation.

3)  Make a group with the help of slum people and approach leaders of both communities and request to consider the genuine problems of slum people:

It can work as directly approaching the leaders can solve the issue. They will be willing to help due to humanitarian angle. It is a people's approach of problem solving.

Remarks

(d) option 2 is the best option as making a group of 10-15 people and approaching both communities to consider the case and provide relief to slum people by making request is appropriate in the given case. Leaders of both groups may be willing to consider the request due to humanitarian and asking for help approach. Slum people will also get confidence that this is one way of putting forward their issues. It doesnot involve any legal or coercive method but purely voluntary approach.

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Remarks

Q15. Land is the most important component of the life support system. The development projects require land but it leads to displacement which get spill over to generations in many ways, such as loss of traditional means of employment, change of environment, disrupted community life and relationships, marginalization, a profound psychological trauma and more.

Suppose you are heading one of such project entrusted with construction of embankment on a river front to handle the menace of regular floods which affects around 70 villages. However, by the construction of embankment there will be displacement of people on the other side of the river. They are protesting against the construction which is becoming violent day by day. Due to this threat your subordinates have opted out of the project.

However construction of embankment is must for the safety and security of the people.

What are the options available before you? Examine the merits and demerits of each possible option and finally suggest best course of action giving reasons.

(250 Words) (20 Marks)

Ans:

Issue involved:

- 1) Right of property, employment, livelihood of the people.
- 2) Concern for safety and security of people due to flood.
- 3) Motivation of subordinate staff.

Options and merits/demerits:

- 1) Call the gram Sabha meetings and discuss the issue:   
 people can be convinced that the project is necessary and they will be compensated for any loss of land. But, it is difficult if people will accept it.

Remarks

2) Ask the Contractor to resolve the issue in whatever way he can:

Contractor may resort to coercive ways like forceful displacement of people hence this option cannot be considered.

3) Take help of local MLAs, MPs, Sarpanchs etc. to convince people:

Elected representatives exercise more command over people so they can be helpful in convincing them. Also in this way project gets larger support of local leaders.

4) Write to the government and seek directions: making government aware of grass root conditions is necessary but it may lead to delay in the project and it may not get completed before rainy season.

out of the above option 3 is most appropriate. As local leaders through their formal and informal channels can tell people about necessity of the project. Also

Remarks

that adequate compensation will be given. people will have greater confidence due to involvement of leaders as they cannot get away lying to people. Their involvement also means greater monitoring and timely settlement of compensation to people. In this way, this option is more inclusive and democratic.

7½

Remarks

Q16. There is a 14 year old boy studying in class IX. He lives with his parents. His father is an Excise Superintendent, incharge of different excise outlets besides Head of District Excise Office. His father returns home in drunken condition practically every evening. He also finds that his father brings money every day and put that inside the Almirah. The boy reads in newspaper various stories about corruption and at a relatively younger age, has developed a repulsion for the same.

- a) Bring out and discuss the ethical issues involved in the above case.
- b) What will be the appropriate way of expression to convey the feeling to his father by the boy? (250 Words) (20 Marks)

Ans:

(a)

Ethical issues involved in the case:

1) Corruption: As father is bringing cash everybody it is proceeds of corruption. He is misusing his position to get undue gains.

2) Drinking habit: This habit is harmful from viewpoint of family as well as health. The child may also be inclined to start drinking at an early age.

3) Loss of respect of son: Since son has developed a repulsion for corruption but father is involved in corrupt acts. This will result in child losing respect for his father.

Remarks



(b) As a first step, the child should take help of his mother ~~in~~ conveying to the father that he doesnot like his father doing corruption or coming home in drunken state.

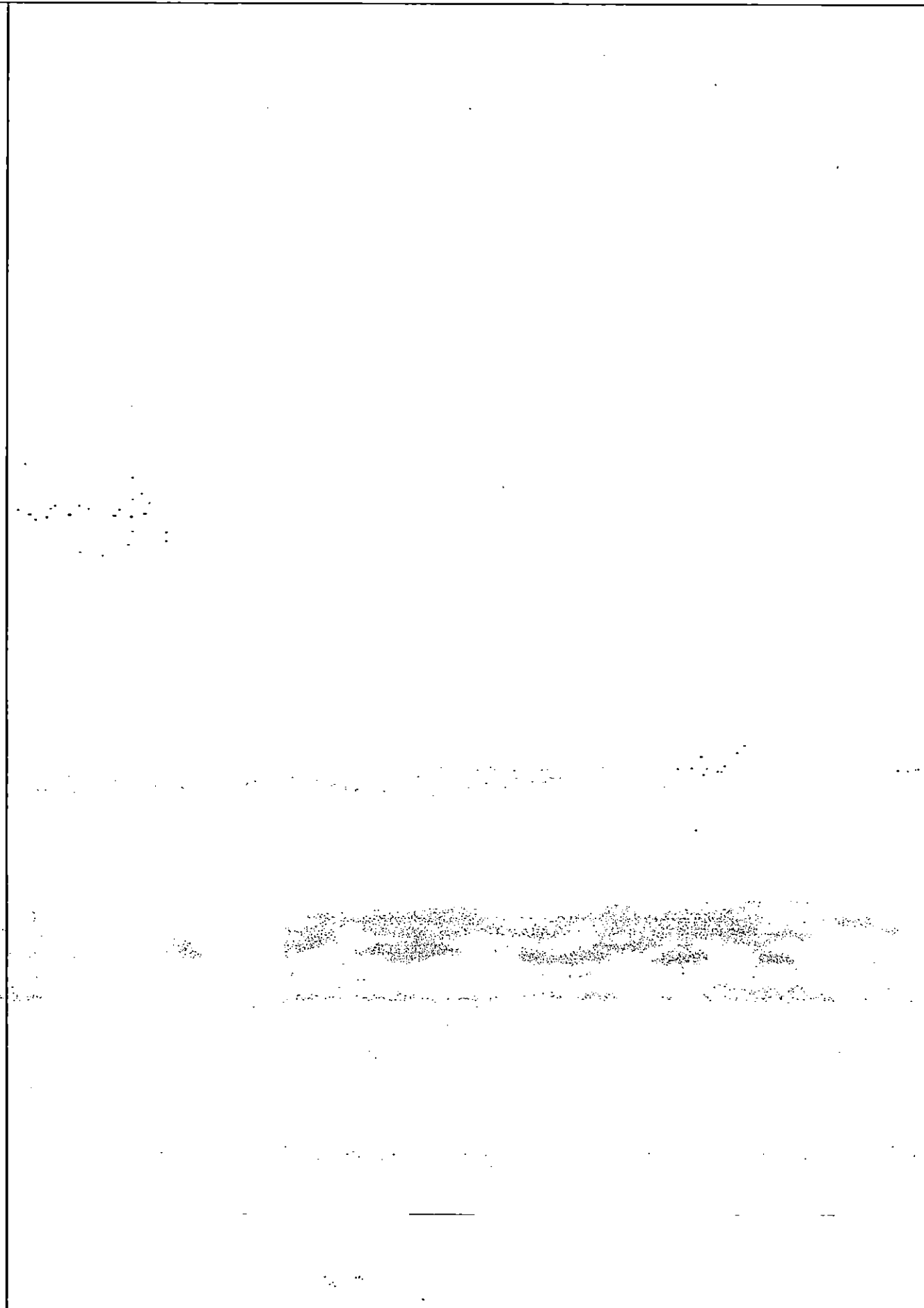
Also, through indirect ways like criticizing people caught is corruption in front of father to send the message that child is not liking it.

If these methods don't work then he can directly talk to his father that such unethical acts are making him loose respect to the father. Also, in future father may get caught and entire family will suffer.

Such an approach can be helpful in conveying to father that his actions are causing pain and agony to child and he may start working in moving away from such evil deeds.

8 1/2

Remarks



*Remarks*

Q17. You are working in a big government organization as head. Under you, there is a team of seven people. A senior administrative officer has recently joined it. He is very short tempered and yells at his subordinates even on small issues. Due to his position no one utters a word but feel very humiliated. You have noticed the lack of participation of subordinates in the project due to his behaviour. Also you know that your subordinates and colleagues expect something from you.

- a) What are the options available to you?
- b) Evaluate each of these options and choose the option, you would adopt, giving reasons.  
(150 Words) (10 Marks)

Ans:

Q) Options and Evaluations:

1) You also start yelling at this officer to make him realise how it feels to be yelled by senior:

Gandhiji said an eye for an eye makes the whole world blind, so this approach has to be ruled out.

2) Call the officer and discuss the issue with him in a cordial and supportive environment.

This approach can work as his behaviour is not being liked by others needs to be conveyed. As a senior officer you can take up the job and ask him to develop friendly and cooperative attitude.

Remarks

3) Ask the subordinates to personally talk to the officer about how they feel:

The subordinates may not have the confidence to raise the issue with him and they will prefer to let go things as usual.

Option 2 is appropriate, as being a senior it is my responsibility to ensure that there is amicable work environment, feeling of esprit-de-Corps and people are actively participating in their work. Any threat to team work has to be looked into. Through talking to the officer he can be asked to make corrections in his behavior and attitude.

72

Remarks

Q18. A private school has dismissed a teacher after claiming that she had failed to complete her six-month probationary period to a satisfactory standard. But the actual reason was that she had been suspended from the job after just three months on the grounds of her HIV status. But school does not want to make it as a formal reason for dismissal. She is friend of your wife. She is hesitating in making a formal complaint to competent authority. Your wife informally discussed this with you as you are a District Collector. She expects something from you but she fears that if matter goes to public it will hurt the sentiment of victim as she herself don't want to do anything.

Discuss course of action that you will take and justify every steps.

(250 Words) (20 Marks)

Ans!

Course of action:

- 1) Talk to the lady to better understand entire issue and sequence of events. Also, confirm if she wishes you to take this matter forward.
- 2) Go through the eligibility criteria and does it mention specifically that HIV +ve persons can't take up the job.
- 3) Send a show cause notice to the school asking explanation regarding the ground on which she has been expelled without even completing her probationary period.
- 4) If the reasons are justifiable, like lack of devotion to duty, dishonesty etc., then the same can be conveyed to her.

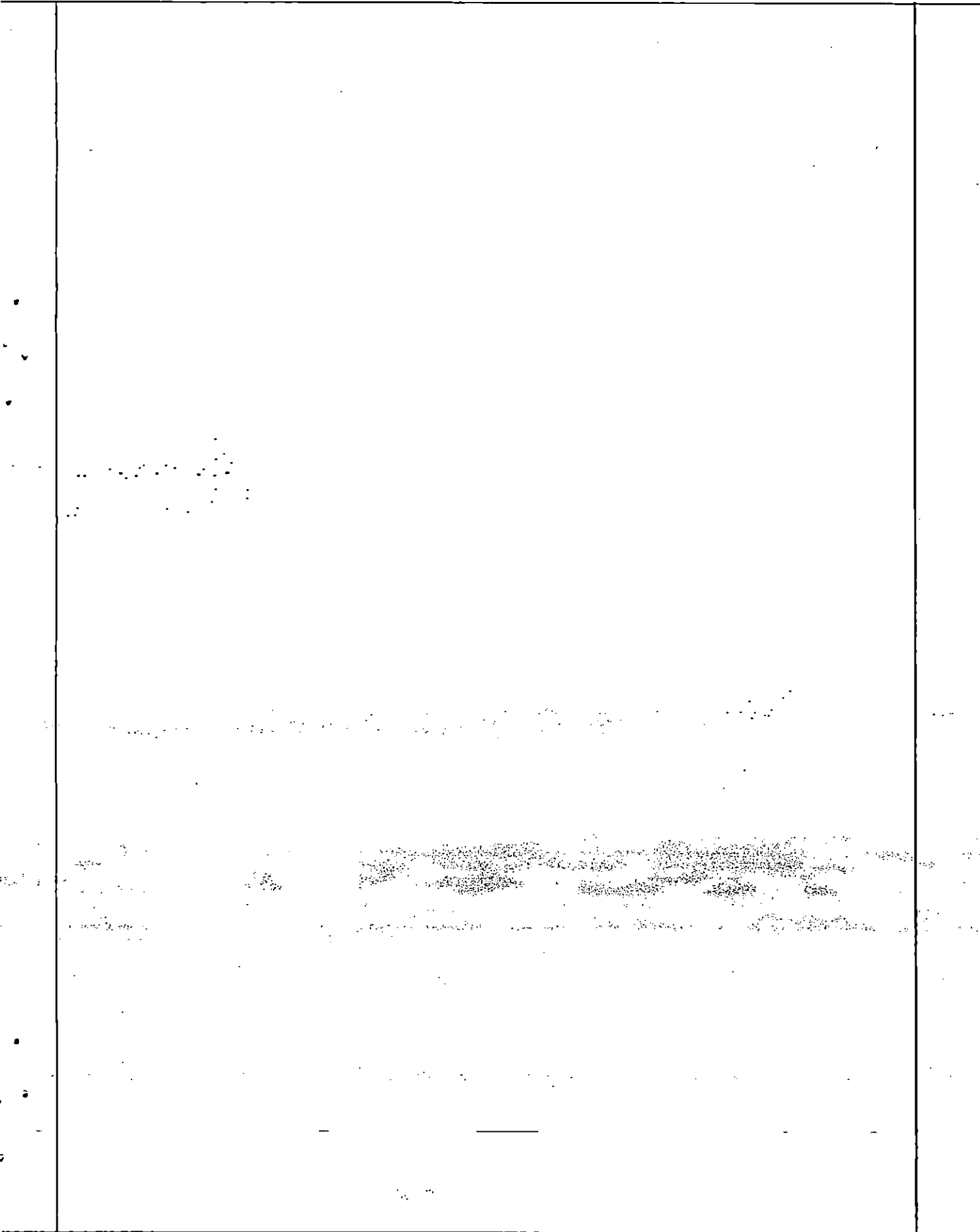
Remarks

15) If the reasons are not justifiable then you can issue a notice to the school that either restore services of the teacher or proper action against school can be initiated.

In the given case, it is necessary to keep the matter from going into public as it may hurt the sentiments of victim. Keeping that in mind, official channels can be used to take up and resolve the issue. Also, it should be made clear that there shouldn't be any arbitrary removal of people in future. It should only be based on well defined eligibility criteria and other demands of the job.

(X)

Remarks



*Remarks*

