

 केन्द्रीय विद्यालय संगठन	केन्द्रीय विद्यालय संगठन (मुख्यालय) KENDRIYA VIDYALAYA SANGATHAN (HQ) 18, संस्थागत क्षेत्र, शहीद जीत सिंह मार्ग 18, Institutional Area Shaheed Jeet Singh Marg, नई दिल्ली / NEW DELHI-110016 दूरभाष / Tele: 2685857 फ़ैक्स / Fax: 011-26514179 Website: www.kvsangathan.nic.in
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F. 11059/IV-1/2019/KVS(Vig)/PR/4473-4476 Dated : 23.07.2026

To
 The Deputy Commissioners/Directors
 Kendriya Vidyalaya Sangathan
 Regional Offices / ZIETs

Subject: Conducting departmental inquiry under Rule -14 of CCS(CCA) Rules 1965 as per the CVC directions.

Sir/Madam

I am to refer to this HQ guidelines issued vide our letter No. F. 11059/IV-1/2019/KVS(Vig)/PR/1581-1584 dated 28.05.2025 regarding conducting departmental inquiries in hybrid mode to ensure timely completion. However, it has been observed that despite the guidelines, several departmental inquiries initiated under Rule 14 of CCS(CCA) Rules, 1965, are still pending for more than a year, in total contravention of the said guidelines and CVC directions on the subject. It has been viewed seriously by the Competent Authority. Hence, it is requested to ensure strict compliance with the following:

- Departmental inquiry proceedings should be concluded within six months ordinarily, but not beyond one year. The reasons for delay must be clearly mentioned in the timely finalisation returns sent to this HQ.
- The bias against the Inquiry Officers and defense assistants should be settled expeditiously.
- Inquiry Officers may be directed to adopt hybrid mode (physical + virtual) using Video Conferencing to the maximum extent possible, as per DoPT guidelines.
- If CO is deliberately absenting himself from inquiry on the pretext of flimsy grounds or deliberately delaying the inquiry, the IO should proceed Ex-Parte giving sufficient opportunities to the CO.
- In case of stay by Hon'ble CAT/HC on any departmental inquiry, efforts should be made by the ROs to get it vacated by filing MAs appropriately.

This issues with the approval of the competent authority.

Yours faithfully,


 (LB Sharma)

Assistant Commissioner (Vig)

Copy to:

- All Sections and Officers at KVS(HQ) for information and necessary action.
- Assistant Commissioner (ITSC) - for uploading on KVS website under Vigilance Section.
- Guard File.