



स्पीड पोस्ट  
SPEED POST

Government of India  
National Commission for Scheduled Tribes  
(A Constitutional Commission set up under Art. 338A  
of the Constitution of India)

File No. CM/3/2016/MFIN9/SEOTH/RU-IV

31.10.2016

To,

The Chairperson,  
State Bank of India,  
State Bank Bhawan,  
Madame Cama Road,  
Mumbai - 400021  
(Maharashtra)

**Sub: Representation of Smt. Caroline Minj, C-716, Delhi Govt. Flats, Timarpur regarding harassment, discrimination and victimizing Scheduled Tribe employee of State Bank of India.**

Sir,

I am directed to enclose a copy of the Proceedings of the Sitting held in the NCST on 30.08.2016 on the above mentioned subject for necessary action. Action taken report may be intimated to the Commission within 15 days on receipt of this letter.

Yours faithfully,

*D. S. Kumbhare*  
31/10/16  
(D.S. Kumbhare)  
Under Secretary  
Ph. No. 24657271

Copy for information to:-

The General Manager,  
State Bank of India,  
Human Resources Deptt.,  
13<sup>th</sup> Floor, Local Head Office,  
11, Sansad Marg,  
New Delhi.

Copy to:-

Ms. Caroline Minj,  
C-716, Delhi Govt. Flats,  
Timarpur,  
Delhi - 110 054.

7422-24  
31/10/16  
जारी किया  
ISSUED

o/c

## NATIONAL COMMISSION FOR SCHEDULED TRIBES

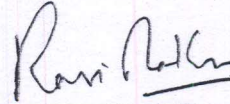
CM/3/2016/MFIN8/SEOTH/RU-IV

### Proceedings of hearing held on 30.08.2016 at 05.00 PM in the case of Smt. Caroline Minj, Ex-Assistant Manager, State Bank of India in the National Commission for STs

List of Participants are as at Annexure-1.

#### Back ground

1. Smt. Caroline Minj, Ex-Assistant Manager of State Bank of India (SBI) submitted a complaint / petition dated 07.05.2016 to the Commission regarding harassment, discrimination and victimizing by the authorities of the SBI while working at State Bank of India, Vasant Vihar Branch, New Delhi during 24.04.1997 to 15.02.1999 on the following three issues and requested to provide justice in this regard.
  - (i) Non releasing of increment in her salaries.
  - (ii) Debit of amount Rs. 10,000/- by the bank from her account without bringing to her knowledge and authority after her transfer from the branch.
  - (iii) False and fabricated allegations established in the Charge Sheet which were substantiated with illegal and irrelevant documentary evidences and her service has been dismissed. Her appeal and review petition were also rejected.
2. To know the facts, the Commission served a notice to SBI on 10.05.2016 to furnish the comments on the above issues. First sitting in this case were held on 28.07.2016. The bank vide letter No. HR:SW:RK:1610 dated 27.07.2016 furnished the comments which only speaks about the issues raised at point (iii) and there were no comments on point (i) and (ii) and was totally silent. On discussion, the Commission desired to know about the proof of notice served by the Disciplinary Authority for explanation sought from the petitioner and the rules as well as procedures followed by the Bank in the case. The

  
रवि ठाकुर/RAVI THAKUR  
उपाध्यक्ष/Vice Chairperson  
राष्ट्रीय अनुसूचित जनजाति आयोग  
National Commission for Scheduled Tribes  
भारत सरकार/Govt. of India  
नई दिल्ली/New Delhi

