



सत्यमेव जयते

राष्ट्रीय अनुसूचित जनजाति आयोग
National Commission for Scheduled Tribes

(भारत के संविधान के अनुच्छेद 338क के अंतर्गत एक संवैधानिक निकाय)
(A constitutional body under Article 338A of the Constitution of India)

F.No. NCST/SER-1179/MFIN/78/2023-RU-III

16.06.2025

Managing Director & CEO,
Indian Overseas Bank,
763, Anna Salai,
Chennai, (Tamil Nadu) - 600002
(Email: cmd@jobnet.co.in)

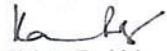
Sub: Harrasment of ST employee by the Indian Overseas Bank - a rep. dated 07.08.2023 of Shri N. Sudakar as a Probationy Officer, Namakkal District, Tamil Nadu.

Mam/Sir,

I am directed to enclose herewith a copy of the minutes of the sitting held under the Chairmanship of Shri Jathothu Hussain, Hon'ble Member, National Commission for Scheduled Tribes (NCST) on 05.05.2025 at NCST, New Delhi on the above mentioned subject.

It is requested that the action taken/ to be taken in the matter may be submitted to NCST within stipulated time from receipt of the letter, for placing it before Hon'ble Commission.

Yours faithfully,


(Dr. P. Kalyan Reddy)
Director

E-mail:- kalyanreddy.p@ncst.nic.in Ph No. 011-20819841

Copy to:-

1. Shri N Sudakar,
7/170 C, Sai Nagar,
Vadugapatty,
Distt- Namakkal - 637405
(Mobile No: 9444341979)
2. PS to Hon'ble Member (Shri Jathothu Hussain), NCST.
3. ✓ NIC, NCST for uploading on the website of the Commission.

NATIONAL COMMISSION FOR SCHEDULED TRIBES
NCST/SER-1179/MFIN/78/2023-SSW

Minutes of the Sitting held under the Chairmanship of Shri Jatothu Hussain, Hon'ble Member, National Commission for Scheduled Tribes at Lok Nayak Bhawan, New Delhi in the case of Shri N. Sudakar, Assistant Manager, Indian Overseas Bank regarding harassment at workplace.

Date of the Sitting: 05/05/2025, 6:00 PM
Participants in the Sitting: As per Annexure

Shri N. Sudakar, Assistant Manager at Indian Overseas Bank, vide his petition dated 07.08.2023, has alleged communal and administrative harassment by the bank on account of his Scheduled Tribe status. He states that he was suspended without charge sheet or enquiry, later reinstated and charge sheeted based on presumptions, and eventually demoted from Scale II to Scale I unjustly. He claims that loans sanctioned during his tenure were properly documented and verified by government and bank officials and that loan defaults occurred post his transfer and during the COVID-19 pandemic which was not considered in the enquiry. He also alleges denial of promotion opportunities, withholding of salary during sanctioned sick leave, and denial of increments and leave entitlements. Further, he states that his posting to Telangana despite his wife's medical condition and language barriers reflects discriminatory intent. He seeks revocation of demotion, promotion to Scale III, sanction of financial benefits, reposting to Tamil Nadu, and a detailed probe into the alleged atrocities to safeguard the rights and dignity of ST employees.

2. NCST vide notice dated 22.12.2023 sought facts and comments from the Managing Director & CEO, Indian Overseas Bank within 15 days.

3. Indian Overseas Bank vide letter no. HRMD-Reservation Cell/ /2023-24 dated 30.01.2024 has informed that the allegations made by Shri N. Sudakar, Manager (Roll No. 51771) regarding harassment and caste-based discrimination are baseless and devoid of merit. The Bank stated that Shri Sudakar, during his tenure at Thirumalaipatti Branch was involved in serious irregularities in sanctioning government-sponsored loans, leading to a reported loss of ₹216.42 lakhs, following which disciplinary action was taken after a proper enquiry as per rules, culminating in his demotion from Manager to Assistant Manager. His allegations regarding denial of promotion, mala fide issuance of additional charges and harassment in postings and leave were refuted by the Bank, stating that all actions were taken in accordance with policies and procedures and not on communal grounds. The Bank further stated that his resignation was declined due to his high liabilities (₹70 lakhs) and unauthorized absence from duty since 15.05.2023. His request for revocation of demotion, promotion, financial benefits and transfer to native state was also rejected, and the Bank requested the Commission to treat the matter as closed. This was sent to the petitioner vide NCST letter dated 21.02.2024.

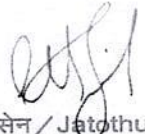
4. Shri N. Sudakar (Provisionary Officer, IOB), resident of Namakkal, Tamil Nadu, vide his rejoinder dated 11.03.2024 has expressed dissatisfaction with the reply submitted by Indian Overseas Bank regarding his allegations of harassment and discrimination as an ST employee. He contests the bank's refusal to communicate in writing, despite having updated his contact details, and categorically denies the bank's claim that he proceeded on leave without intimation. He highlights non-payment of salary arrears for annual increments from 2020-2023, denial of COVID-related special leave, abrupt stoppage of salary during medical leave, and alleged retaliatory downgrade from Scale II to Scale I without proper justification. He further raises concerns about rejection of his transfer request on medical grounds, non-credit of annual leave for 2019, and missed promotion opportunities during an unjust suspension period without chargesheet. Citing documentary evidence and procedural compliance in loan disbursements, he denies all charges related to financial irregularities, terming the penalties as imaginary and discriminatory, and calls for promotion to Scale III and a transfer to Namakkal as rectification. This was forwarded to the Bank for further comments vide NCST letter dated 22.05.2024.

5. There was no response from the bank, hence, NCST has decided to discuss the issue with the authority and the petitioner on 05.05.2025. Accordingly, a sitting notice was sent on 29.04.2025.

6. The MD & CEO, Indian Overseas Bank vide letter dated 30.4.2025 has requested for exemption and deputed General Manager (HR) for attending the sitting. In the sitting the General Manager (HR), Indian Overseas Bank and petitioner were present. The petitioner reiterated his earlier submission and requested for justice. The GM (HR), IOB has also reiterated their earlier submission.

7. After discussion with the General Manager (HR), Indian Overseas Bank and petitioner, the following recommendations were made and action taken there on may be submitted to NCS within 30 days from receipt of the Minutes.

- The petitioner is advised to report the management of the bank regarding joining his duty.
- The management of the bank may reconsider his request for posting at suitable place, as discussed in the sitting.


जाटोतु हुसेन / Jatothu Hussain
सदस्य / Member
भारत सरकार (Government of India)
राष्ट्रीय अनुसूचित जनजाति आयोग
National Commission for Scheduled Tribes
नई दिल्ली / New Delhi

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