



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)

File No.- NCST/SER-2155/TS/365/2025-RO-BHUV/RU-III

Date : 09/06/2025

To,

The Managing Director & CEO,
Indian Overseas Bank,
763, Anna Salai, Chennai-600002, Tamil Nadu
Email: cmd@iobnet.co.in
Mob: 8912563121

Sub:- Representation received from Shri Hussain Babu Meda Manager(Under Suspension), Indian Overseas Bank, Kothagudem Branch, Warangal Region regarding reinstatement in service.

महोदय/महोदया,

I am directed to enclose herewith a copy of the minutes of the sittings held on 05.05.2025 at 05:00 PM under the Chairmanship of Shri Jatothu Hussain, Hon'ble Member, National Commission for Scheduled Tribes at New Delhi on the above mentioned subject.

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

Yours faithfully,

(डॉ. पी. कल्याण रेड्डी/Dr. P. Kalyan Reddy)
निदेशक/Director
Telephone No. : 011-20819841

Copy to

1. **Sri Hussain Babu Meda,**
Roll No-57413, Manager Indian Overseas Bank,
Kotheguden Branch, Telangana - 506002
Mobile No: 9966525630
2. PS to Hon'ble Member(JH), NCST
3. NIC, NCST for uploading on the website of the Commission.

NATIONAL COMMISSION FOR SCHEDULED TRIBES
NCST/SER-2155/TS/365/2025-RO-BHUV/RU-III

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 Hussain Babu Meda, Manager, Indian Overseas Bank regarding harassment and caste-based discrimination at workplace.

Date of the Sitting: 05/05/2025, 5:00 PM
Participants in the Sitting: As per Annexure

Shri Hussain Babu Meda, Manager, Indian Overseas Bank vide his petition dated 10.03.2025 has alleged targeted harassment and caste-based discrimination by Mr. R. Asokan, DGM-HR, who earlier served as Regional Manager, Warangal Region. The petitioner, a Scheduled Tribe officer, claims he was transferred and demoted for refusing to sanction irregular loans allegedly recommended by Mr. Asokan, who reportedly has a history of fraud-related activities and misuse of power against ST officers. He cites multiple instances where other ST officers were also unfairly transferred or victimized, while those who complied with Mr. Asokan's directives were shielded. Despite proving his innocence in an internal enquiry regarding a false complaint, his defense submissions were disregarded, and he was transferred to a distant location, which he claims is punitive. He urges the Commission to investigate the matter, alleging systemic harassment of ST employees and misuse of authority by Mr. Asokan, and seeks protection and justice.

2. NCST vide notice dated 1.4.2025 had referred the matter to Chairman, Indian Overseas Bank, Chennai for furnishing the facts and comments within 30 days from receipt of the notice. The reply was not received, hence, NCST 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.

3. 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 stated that the Action taken by the bank against the petitioner as per rules of the bank.

4. The petitioner has informed that Charge Sheet is issued on basis of written complaint letter dated: 19/09/2024, later on the complainant himself withdrew the complaint by his written statement. Even though a Primary Enquiry was conducted on 16/12/2024 and found no substance, the Disciplinary/Regular Enquiry is conducted again on 07/01/2025, which is a violation of Principle of Natural Justice. It is further informed that the Inquiring Authority in his enquiry did not consider the charge sheeted person's relevant evidences/witnesses. The complaint is also alleged as baseless as the manager(petitioner) did not receive any loan application and neither any sanction of loan nor any transaction took place.

5. 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 NCST within 30 days from receipt of the Minutes.

a. As per the documentary e-mail evidences produced by the petitioner, It is found that The HRMD-Department issued the Transfer Order before revocation of the suspension order which appeared to intentionally threaten the innocent ST employee. The Management issued the Transfer Order's frequently, and the petitioner is not given opportunity to complete the prescribed tenure at one Place. Hence an opportunity may be given to the petitioner to prove his capabilities and efficiency by posting for a considerable time at one place.

b. Documentary evidences are produced by the petitioner that the Regional Manager coerced branch manager(petitioner) to sell the fake documents, the Regional Manager Published the Sale Proceedings in News Papers with managers(petitioner) mobile number and branch land line number . A detailed inquiry may be initiated on the Regional manager on the alleged malpractice.

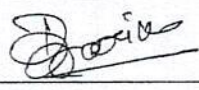

c. The Transfer Orders of the petitioner as part of alleged disciplinary action may immediately be cancelled and he may be Posted at his desired location within the State/Vijayawada Region.

(Jatothu Hussain)

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

F. No NCST/SER-2155/TS/365/2025-RO-BHUV/RU-III

List of participants of the sitting held on 05.5.2025 at 5.00... under the chairmanship of Shri Jatothu Hussain, Hon'ble Member, NCST

Sr. No.	Name and Designation	Address & Phone No.	Signature
I <u>National Commission for Scheduled Tribes</u>			
1.	Dr. P.K Reddy Director		
2.	NCST Officials		
II <u>Indian Overseas Bank</u>			
Sr. No.	Name and Designation	Address & Phone No.	Signature
1	D. K. Bantik	GM - HR	
2	Umesh Chandra Dora DBU & CLD A SC/ST	IOB, Head of HR Chennai 98745 12885	
III <u>Petitioner</u>			
3.	M. Hussain Babu	Manager	