



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-2313/MFIN/23/2025-RU-III

07.07.2025

**The Chairman And Managing Director**  
Bank Of Maharashtra,  
Lokmangal, 1501, Shivajinagar,  
Pune, Maharashtra 411005  
Tel. No: 02025514501

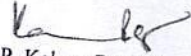
**Sub: Harassment by top management of Bank of Maharashtra – a representation dated 7.5.2025 by Bank of Maharashtra SC,ST & OBC Employees Association, Pune.**

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 18.06.2025 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  
Ph No. 011-20819841

Copy to:-

1. Shri Rahul Dadel,  
Bank of Maharashtra SC, ST & OBC Employees Association,  
18, D15, Giridharnagar Co-Op, Hsg. Society,  
Polularnagar Warje, Pune-411058,  
Mobile No:9874016171
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

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 Rahul Dadel, National General Secretary, Bank of Maharashtra SC, ST & OBC Employees Association regarding issues being faced by ST employees of Bank of Maharashtra.

Date of the Sitting: 18/06/2025, 03:00 PM  
Participants in the Sitting: As per Annexure  
NCST/SER-2313/MFIN/23/2025-RU-III

Shri Rahul Dadel, National General Secretary, Bank of Maharashtra SC, ST & OBC Employees Association, in his representation, has alleged caste-based discrimination, harassment, and policy violations against SC/ST/OBC employees by senior bank officials, particularly Executive Director Shri Rohit Rishi and Assistant General Manager Shri Ajay Barve. The association accuses the management of deliberate delay in grievance redressal, wrongful transfers of welfare association office bearers, denial of meetings, and inhuman behaviour during visits. Specific instances include unjust suspension of a sub-staff for dress code violations, misuse of the transfer policy affecting employees like Shri Hemant Gaikwad, Shri Rishikesh Meena, Smt. Priyanka Suman, and Shri Arjun Jaiswal — all of whom had legitimate humanitarian or policy-based grounds for exemption. The association also alleges denial of quarterly meetings mandated under DoPT/DFS guidelines and non-provision of protection under the Protection Policy to 15 of its core members, unlike other unions. The memorandum demands disciplinary action against erring officials, policy compliance, fair treatment of SC/ST/OBC employees, and institutional accountability.

2. The Commission issued notice to the Chairman and Managing Director, Bank of Maharashtra, Pune vide NCST letter dated 29.05.2025 seeking facts and comments within 7 days. No reply was received by the Commission.

3. The Commission decided to discuss the issue with the authority and the petitioner on 18.06.2025. Accordingly, a Sitting Notice was sent on 10.06.2025.

4. In the sitting, General Manager(HRM) was present on behalf of CMD, Bank of Maharashtra. The petitioners were also present. The petitioners reiterated their demands and sought expeditious resolution to their issues. The GM, Bank of Maharashtra informed that the Bank is following the due procedure and guidelines and not discriminating between employees. It was further informed that a meeting was being held on 20<sup>th</sup> June 2025 which would resolve most of the issues faced by the petitioners. The Commission reiterated the ~~April~~ 2025 DFS circular which has allowed separate ST Associations in all PSU Banks as well as restricted the membership to active service employees instead of retired employees. GM(HRM), Bank of Maharashtra assured to follow the circular in letter and spirit.

5. After discussion with the General Manager (HRM) and the petitioners, the following recommendations were made and action taken report may be submitted to NCST within 30 days of receipt of minutes.

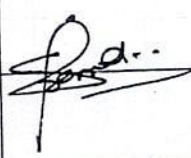
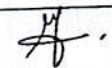

- Separate ST Association may be recognized (if an application is made by such ST Association) in line with the ~~April~~ 2025 DFS circular
- Preference/recognition may be given to Association consisting of in-service employees rather than retired employees as per above mentioned DFS circular
- Grievance meetings to be held on a fixed schedule with association members
- Details of the decision taken in 20.06.2025 meeting may be communicated to the Commission

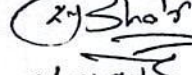
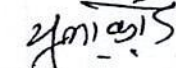
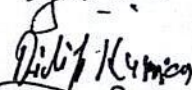
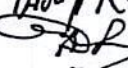
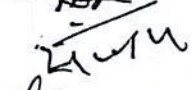
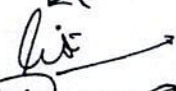





ज (Jatothu Hussain)  
सदस्य / Member  
भारत सरकार / Government of India  
राष्ट्रीय अनुसूचित जनजाति आयोग  
National Commission for Scheduled Tribes  
नई दिल्ली / New Delhi



List of participants of the sitting held on 18.06.2025 at 02:30 PM under the Chairmanship of Shri Jatothu, Hussain, Hon'ble Member, NCST

Sl. No.	Name and Designation	Address & Phone No.	Signature
<b>I National Commission for Scheduled Tribes</b>			
1.	NCST Officials		
<b>II CMD, Bank of Maharashtra</b>			
Sl. No.	Name and Designation	Address & Phone No.	Signature
1.	Shri Rajesh Kurnase (General Manager, HRM)	8332883010	
2.	Pradeep Srin Ramset (PRO, cm)	9997057710	
3.			
<b>III Petitioner</b>			
1	Rahul Dandel (Bom upper Bazar Branch)	9874016171	
2	Mohan Luke	8999490449	
3	Pranav Chaur	9930950140	

- 4 Suresh Bhois 9280167835 
- 5 Yashwanth KDR 9834886165 
- 6 DITIP KUMAR 8090001580 
- 7 Arjun Prasad Jaiswal 7652047835 
8. Sanjay Bivwal 9644443308 
9. Khum Singh 9424010943 
10. VISHNU BRAMA 9925275458 
- 11 - Rishikesh Meena 7014634027 
- 12 - Sanjay Kumar 8540817187 
- 13 PRASHANT B MESHARAM 9422915969 