



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-732/MFIN/45/2023-SSW-(RU-III)

Dated: 07.08.2025

To

Managing Director and CEO
Indian Bank
254-260, Avvai Shanmugam Salai
Pudupet, Gopalapuram
Chennai -600014 (Tamil Nadu)
Email: md@indianbank.co.in


Sub: Disrimination and harassment of ST employee by the India Bank - a rep. dated 05.07.2019 of Shri D.S. Tomar (Sr. Manager, India Bank, Dismissed), Ghaziabad (UP)

महोदय/महोदया,

I am directed to enclose herewith a copy of the minutes of the sittings held on 11.07.2025 at 02:25 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 for information:-

1. Shri D.S. Tomar,
Flat No. 1210, 2nd Floor,
Divyansh Pratham,
Near DPS Indrapuram,
Ghaziabad-201014 (UP)
(Mob No. 9818606043) (Email: dhoomtomar832192gmail.com)
2. PS to Hon'ble Member (JH), 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 D.S. Tomar (Sr. Manager, India Bank, Dismissed) regarding discrimination and harassment of ST employee by the India Bank.

NCST/SER-732/MFIN/45/2023-SSW

Date of the Sitting: 11/07/2025, 02:25 PM

Participants in the Sitting: As per Annexure

Shri D.S. Tomar (Sr. Manager, India Bank, Dismissed), Ghaziabad vide his rep. dated 21.11.2022 has stated that the Indian Bank Administration is a still harassing him by taking technical possession of flat No. 1210, where the applicant resides with his family. The Bank resorted to these kinds of oppressive activities to intimidate him. A favorable order was passed by Regional Labour Commissioner (Central), Noida, on 19.09.2022 directing the Bank to pay gratuity of 20 Lakh along with interest to the petitioner. The petitioner states that Bank has become even more vengeful after the said order and instead of complying with the order, they have taken possession of his flat as well.

2. In this matter, five sittings were held on 10.02.2022, 24.03.2023, 19.12.2023, 22.08.2024 and 5.3.2025. In the last sitting held on 5.3.2025, the following recommendations were made and the minutes were forwarded on 24.3.2025 to all concerned for submission of Action taken report within 30 days from receipt of the minutes-

- "The Indian Bank may place the case of the petitioner along with recommendations of Regional Labour Commissioner and Dy. Chief Labour Commissioner before the Board of Directors of Indian Bank for payment of Gratuity in favor of petitioner and recommendations of NCST in the sitting held on 22.08.2024 and for reviewing dismissal order of the petitioner .
- He may be given an opportunity for a personal hearing before the Board, either in person or through a representative to ensure a just and impartial consideration of the matter for a fair review.
- The Board may also compare the punishment imposed on other employees under similar circumstances and ensure non- discrimination in the petitioner's case."

3. The action taken report was not received, therefore, a the Indian Bank was reminded on 29.5.2025 for furnishing the ATR within 15 days from receipt of the letter. The report was not received, hence, NCST has decided to discuss the matter with the concerned authority and petitioner on 18.6.2025. But, the sitting was not held. Therefore, the sitting was rescheduled for 11.7.2025 for discussion. Accordingly, a sitting notice was issued on 25.6.2025 to all concerned.

4. In the sitting, the General Manager (HRM / HRD / HR Strategy) alongwith other Sr. officers of Indian bank were present on behalf of MD & CEO of Indian Bank. The petitioner was also present. The petitioner has reiterated his earlier submission and stated that the bank has not placed his case before the Board of Directors, as recommended by NCST. Hence, do the justice. The officers of Indian Bank informed that his case has not been placed before the Board meetings of the bank and assured that his case will be placed in the next meeting of the Board.

5. It was observed that the Bank has not submitted the action taken report on the recommendation of NCST after reminder.

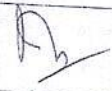
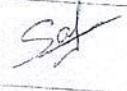


6. After discussion with the Sr. officers of Indian Bank and petitioner, it is advised that the case of the petitioner may be placed before the next meeting of the Board of Directors of Indian Bank, as assured by the officers in the sitting and the decision of the board may be intimated to NCST. At present, no action is warranted on part of NCST.



(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

List of participants of the sitting held on 11.07.2025 at 2.25... under the chairmanship of Shri Jatothu Hussain, Hon'ble Member, NCST

Sr. No.	Name and Designation	Address & Phone No.	Signature
<u>National Commission for Scheduled Tribes</u>			
1.	Dr. P.K Reddy Director		
2.	NCST Officials		
<u>Indian Bank</u>			
Sr. No.	Name and Designation	Address & Phone No.	Signature
	A. K. Das 9413339996	Chennai	
	Sajan Jesuf 9283198215	Chennai	
	B. P. S. Rana 7579151100	Delhi	
<u>Petitioner</u>			
①	D. S. Toma		9818606043