



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-2179/MFIN/12/2025-RU-III

Date: 23/9/2025

To,


The Chairman,
State Bank of India,
16th Floor, Madame Cama Road, Nariman Point,
Mumbai (Maharashtra) 400021

Sub: Discrimination with ST Employee by SBI - representation dated 10.3.2025 of Shri Vajragiri Vinaya Sagar, SBI, Anakapalle.

महोदय/महोदया,

I am directed to enclose herewith a copy of the minutes of sitting held on 9.9.2025 under the Chairmanship of Shri Jatothu Hussain, Hon'ble Member, National Commission for Scheduled Tribes New Delhi on the above mentioned subject, for information

Yours faithfully


(P.Kalyan Reddy)
Director
Phone No. - 011-24641640

Copy to

1. Shri Vajragiri Vinaya Sagar,
Francis Hno 4 120 St Colony Nekarikallu Vill Mandal,
Guntur (Andhra Pradesh) – 522615
- ✓ 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 Vajagiri Vinaya Sagar, former Assistant Manager (demoted to Clerk), State Bank of India regarding demotion.

Date of the Sitting: 09/09/2025, 2:20 PM
Participants in the Sitting: As per Annexure
NCST/SER-2179/MFIN/12/2025-RU-III

Shri Vajagiri Vinaya Sagar (former Assistant Manager demoted to Clerk, State Bank of India, Anakepalle) Guntur vide his representation dated 10.03.2025 has alleged discriminatory disciplinary action by the Bank after his promotion to JMGS-I, reducing him to the clerk level with forfeiture of all earned increments. He stated that the charges pertain to fund transfers between 2021 and 2022, all of which were duly authorized by customers and approved by officers, causing no loss to the Bank. He claimed that while senior officers involved in multiple irregular transactions received minor penalties, he faced severe punishment solely due to belonging to the ST community, whereas others from upper castes were treated leniently. The petitioner asserted that the punishment is disproportionate. Hence, requested for the justice.

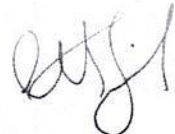
2. The Commission issued notice to the Chairman, State Bank of India, Mumbai on 07.04.2025 for furnishing the facts and comments within 30 days from receipt of the Notice.

3. The State Bank of India, LHO, Hyderabad vide letter no. HR/GKK/3/402 dated 06.06.2025, has informed that disciplinary proceedings against Shri Vajragiri Vinaya Sagar were initiated as per the bank's laid down system and procedures, following the principles of natural justice. It was stated that the petitioner was charged for unauthorized debit transactions amounting to ₹2,50,000, ₹1,35,000, ₹11,000, and ₹50,000 between 03.08.2021 and 16.09.2022, including crediting ₹50,000 to his own account, violating the bank's guidelines and Rule 59(i) of SBI Officers Service Rules. The Inquiry Authority and Disciplinary Authority held both charges proved, and the petitioner was given a personal hearing on 01.10.2024. The bank clarified that penalties were imposed based on the gravity of lapses and denied allegations of caste bias or selective action, stating that similar penalties were given to others for comparable violations. The Disciplinary Authority and Appellate Authority upheld the penalty of reduction to clerical cadre with pay fixation, and the bank requested the Commission to close the complaint as not maintainable. This letter was sent to the petitioner for information vide NCST letter dated 08.07.2025.

4. The petitioner vide his rejoinder dated 23.07.2025 has refuted the facts and requested for justice. Hence, NCST decided to discuss the issue with the authority and the petitioner on 08.09.2025. Accordingly, a Sitting Notice was sent on 28.08.2025. The sitting scheduled for 8.9.2025 was rescheduled for 9.9.2025 on the request of SBI officers.

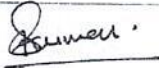
5. In the sitting, the GM, SBI, Hyderabad and petitioner were present. The petitioner stated that the penalty was disproportionate and requested for justice. The officers of SBI reiterated that disciplinary proceedings against the petitioner were conducted, as per rules for unauthorized debit transactions, where charges were proved and penalty of reversion to clerical cadre imposed after due process. They denied allegations of caste bias, clarified similar penalties were given in comparable cases.

6. After discussion with the officer of SBI and petitioner, it was observed that there is no discrimination on caste/community basis with the petitioner. Hence, no further action required on the part of NCST at this time and the case may be closed. However, the TA and Special Leave may be reimbursed / granted in favor of the petitioner, as per rules by the bank management.



जाटोतु (Jatothu Hussain) ssain
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 08.09.2025 at 2.20... under the chairmanship of Shri Jatothu Hussain, Hon'ble Member, NCST at New Delhi.

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>SBI</u>		
Sr. No.	Name and Designation	Address & Phone No.	Signature
	Satish Kumar, GM, SBI Hyderabad	SBI, Hyderabad LHO 986 7868131	
III	<u>Petitioner</u>		
	V. Vinayasaagar Clearance, SBI Hyderabad	SBI, Hyderabad. Dra. Karthikey Azhara pradeesh	