



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-2429/MFIN/6/2025-RU-III

21.11.2025

To

The General Manager (HR)
Canara Bank,
J.C. Road, Bengaluru,
Bangalore, Karnataka - 560002
Email : horecruitment@canarabank.com

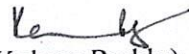
Sub: Alleged Complaint regarding caste-based harassment, humiliation and denial of service-related rights of an ST employee by administration of Canara Bank – Representation dated 23.06.2025 from Shri Rajesh Kumar, Chief Manager, Canara Bank, Bhogal Branch, New Delhi.

महोदय/महोदया,

I am directed to enclose herewith a copy of the minutes of the sitting held on 11.11.2025 at 03:00 PM under the Chairmanship of Shri Jatothu Hussain, Hon'ble Member, National Commission for Scheduled Tribes, Lok Nayak Bhawan, Khan Market, New Delhi 110003 on the above mentioned subject.

2. 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 Rajesh Kumar,
Chief Manager,
Canara Bank Bhogal,
New Delhi - 110014
Email: rajeshcanara73@gmail.com; Mobile No: 8454059302
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 Rajesh Kumar, Chief Manager-cum-Branch Head, Canara Bank, Bhogal Branch, New Delhi regarding harassment and caste based abuse.

Date of the Sitting: 11/11/2025, 03:00 PM
Participants in the Sitting: As per Annexure
NCST/SER-2429/MFIN/6/2025-RU-III


Shri Rajesh Kumar, Chief Manager-cum-Branch Head, Canara Bank, Bhogal Branch, New Delhi, vide his representation dated 23.06.2025, has stated that he belongs to the Gond (ST) community and has been serving in Canara Bank since 1994 with 30 years of unblemished service. After being transferred from Mumbai to Delhi on medical grounds for treatment of his son and disabled daughter, he has been subjected to targeted humiliation and harassment by Mr. Sanjeet Kumar, DGM & Regional Head, South Delhi Region. He has alleged that the DGM frequently uses abusive and threatening language during review meetings, calls late evening meetings without notice, and makes derogatory remarks such as threatening to deny leave, stop perks, post him under junior staff, transfer him to a remote area, or recommend suspension and compulsory retirement. He further mentioned that on 20.05.2025, the DGM misbehaved with him over the phone and again humiliated him publicly during the circle review meeting on 21.06.2025. The petitioner has requested the Commission to obtain meeting records, investigate the matter, and initiate an inquiry into the alleged harassment and atrocities faced by him.

2. NCST vide notice dated 07.07.2025 sought facts and comments from the General Manager (HR), Canara Bank within 30 days. The General Manager, Canara Bank, Bangaluru vide letter number HR & PRW:PM:RES:NCST:8462:2025 dated 08.08.2025 has informed that upon examining the matter, no instance of caste-based discrimination was found. The reply was not satisfactory; hence, NCST has decided to discuss the issue with the authority and the petitioner on 11.11.2025. Accordingly, a Sitting Notice was sent on 04.11.2025.

5. In the sitting, the General Manager (HR) alongwith other officers of Canara Bank, Bangaluru were present. The petitioner was also present. The petitioner has reiterated his earlier submission and requested for justice. The officials of Canara Bank denied all allegations of harassment. However, when it was inquired that if any committee had been constituted for examining the issue, the officials informed that the committee has not been constituted. The Commission strongly repudiated this evasive conduct. The harassment of an ST Officer of such senior rank in a reputed institution is unacceptable. Furthermore, the absence of any proper investigation into the matter reflects a grossly lackadaisical attitude on the part of the management.

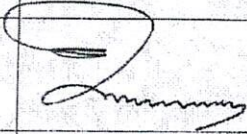
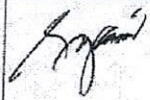
7. After hearing both the sides, the Commission recommends the following and action taken report may be submitted in 30 days from receipt of the minutes—

- The bank management is advised to constitute a committee for examining/investigating the issue. In the committee an ST Member may also be nominated.
- The accused officer may be immediately removed from the direct control and command of the petitioner to ensure a fair and non-hostile working environment.


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-2429/MFIN/6/2025-RU-III

List of participants of the sitting held on 11.11.2025 at 3.30..... 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.Kalyan Reddy Director		
2.	NCST Officials		
II	<u>Canara Bank</u>		
Sr. No.	Name, Designation and Address	Phone No.	Signature
1.	Shri. K.V.R. Murthy General Manager HR	6366788003	
2.	S. Vijai Divisional Manager HR	9845959672	
III	<u>Petitioner</u>		
	Rajesh Kumar Chief Manager Bhogal Branch	8454059302	