



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-2693/MFIN/38/2025-RU-III

18.12.2025

To,

The Managing Director & CEO
Indian Bank
Corporate Office, Avvai Shanmugam Salai, Royapettah,
Chennai (Tamil Nadu)- 600014

Sub: Intentional and unlawful harassment to ST Employee by Indian Bank – a representation dated nil of Shri Phool Singh Meena, Chief Manager, Indian Bank Zonal Office, Ahmedabad.

महोदय/महोदया,

I am directed to enclose herewith a copy of the minutes of the sitting held on 05.12.2025 under the chairmanship of Shri Jathothu Hussain, Hon'ble Member, National Commission for Scheduled Tribes (NCST) at 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,

Kalyan Reddy
(Dr. P. Kalyan Reddy)
Director
Ph No. 011-20819841

Copy for information:-

1. Shri Phool Singh Meena,
184 Taru Chhaya Nagar,
Taron Ki Koot, Tonk Road,
Jaipur, (Rajasthan) – 302029 (Mobile No: 7976741290)
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 Jatotu Hussain, Hon'ble Member, National Commission for Scheduled Tribes at Lok Nayak Bhawan, New Delhi in the case of Shri Phool Singh Meena, Chief Manager, Indian Bank Zonal Office, Ahmedabad regarding Intentional and unlawful harassment to ST Employee by Indian Bank.

NCST/SER-2693/MFIN/38/2025-RU-III

Date of the Sitting: 05/12/2025, 6:30 PM
Participants in the Sitting: As per Annexure

Shri Phool Singh Meena, Chief Manager, Indian Bank, vide his petition dated 15.09.2025 has stated that he is facing continuous harassment and discrimination as an ST employee at Indian Bank, Ahmedabad. Despite having adequate earned and medical leave, his legitimate leave applications dated 19.08.2025, 08.09.2025, 06.08.2025 and 19.08.2025 were either kept pending or wrongly marked as Unauthorized Absence, including leave sought for medical reasons and for his son's marriage. He has further submitted that Smt. V. N. Maya, CGM (CDO & CLO) has repeatedly rejected his transfer requests from ZO Ahmedabad to ZO Jaipur/FGMO Jaipur despite his eligibility under medical, compassionate and pre-retirement grounds, and despite his age being over 58 years with only 1 year 11 months of service left. He states that several officers from the General category have been retained in Jaipur Zone for over 7 years, while his requests continue to be denied even after a previous NCST reference dated 21.11.2022, which has caused him mental agony, humiliation, and health deterioration. He alleges that such conduct amounts to harassment, discrimination and violation of bank policy and seeks intervention of the Commission to approve his leave, rectify wrongful UAA marking, allow transfer to Jaipur, conduct inquiry into caste-based discrimination, and take action under the Scheduled Tribes (Prevention of Atrocities) Amendment Act, 2015 against responsible officials.

2. NCST vide notice dated 23.09.2025 sought facts and comments from the Managing Director & CEO, Indian Bank within 30 days from receipt of the Notice.

3. Indian Bank vide letter no. CO/RESV/G1310 dated 8.10.2025 has informed that the leave has been approved and as on date there is no pendency. In respect of his transfer request to Jaipur on pre-retirement and repatriation grounds, it is submitted that are applicable for officers only up to scale -III as per Bank's Transfer Policy for officers. However, bank has noted the request of the petitioner for consideration in the future.

4. The reply was not satisfactory, hence, NCST decided to discuss the issue with the authority and the petitioner on 05.12.2025. Accordingly, a Sitting Notice was sent on 26.11.2025. The MD & CEO of Indian Bank vide letter dated 29.11.2025 has sought exemption and deputed GM (HR) and AGM, Delhi to attend the sitting.

5. In the sitting, the above officers of Indian Bank and petitioner were present. The petitioner has reiterated his earlier submissions made before the NCST in 2022 and requested for Transfer to Jaipur. The officers of Indian Bank has reiterated their earlier submission vide letter dated 8.10.2025 and informed that the request of petitioner for transfer to Jaipur may be consider in future. The petitioner has informed that he has applied for transfer on pre-retirement and humanitarian grounds for looking after his family and completion of family responsibility and social duties.

6. After discussion with the above officers of Indian 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 Notice.

- The petitioner is advised to file a fresh application for his transfer. Further, the petitioner may submit a rejoinder to NCST for discussion on the rest of issues, separately.
- The bank management is advised to consider the request of petitioner for transfer to Jaipur on priority basis so that the petitioner could complete his family responsibility and social duties, since the petitioner is verge of retirement.
- The TA and special leave may be reimbursed / granted in favour of the petitioner, as per his entitlement.

जाटोतु हुसैन / Jatotu Hussain
(Jatotu Hussain)
भारत सरकार / Government of India
राष्ट्रीय अनुसूचित जनजाति आयोग
नेशनल कमिशन फॉर स्केड्यूलेड ट्रिब्यूज़न्स
National Commission for Scheduled Tribes
नई दिल्ली / New Delhi

F. No NCST/SER-2693/MFIN/38/2025-RU-III

List of participants of the sitting held on 5.12.2025 at 6:03 PM under the chairmanship of
Shri Jatothu Hussain, Hon'ble Member, NCST at New Delhi.

Sr. No.	Name and Designation	Address & Phone No.	Signature
<u>National Commission for Scheduled Tribes</u>			
I	1. Dr. P. Kalyan Reddy Director		
	2. NCST Officials		
<u>Indian Bank</u>			
II	Sr. No.	Name and Designation	Phone No.
	1.	Manoj Das GM HR	8888000228
	2.	Dr. A.S. Kame A-GM Delhi	757915110
<u>Petitioner</u>			
III		Phool Singh Meena	7976741290