



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-2706/MFIN/41/2025-RU-III

Dated:- 5.1.2026

To,

1. The Deputy Governor,
Reserve Bank of India,
19th Floor, Central Office Building,
Shahid Bhagat Singh Road,
Mumbai, Maharashtra-400001
2. The Executive Director (MPD),
Reserve Bank of India,
Central Office Building
Shahid Bhagat Singh Road,
Mumbai, Maharashtra-400001
3. The Executive Director (HRMD),
Reserve Bank of India,
19th Floor, Central Office Building,
Shahid Bhagat Singh Road,
Mumbai, Maharashtra-400001

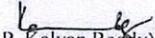
Sub:-Complaint regarding caste-based harassment, institutional discrimination, and biased inquiry proceedings against an ST employee in RBI a representation dated 24.09.2025 of Shri Gurudeo Sah, Grade B Officer, Reserve Bank of India.

महोदय/महोदया,

I am directed to enclose herewith a copy of the minutes of the sitting held on 17.12.2025 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,


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

Copy for information:-

1. Shri Gurudeo Sah,
Grade B Officer RBI-21,
2nd Floor, Punita Building, SBS Colaba,
Mumbai, Maharashtra-400005 Mobile No. 9555448333
2. PS to Hon'ble Member (JH), NCST.

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 Gurudeo Sah, Grade B Officer, RBI, Mumbai regarding caste-based harassment, institutional discrimination, and biased inquiry proceedings against an ST employee in RBI.

NCST/SER-2706/MFIN/41/2025-RU-III

Date of the Sitting: 17/12/2025, 12:20 PM

Participants in the Sitting: As per Annexure

Shri Gurudeo Sah, Grade B Officer, RBI, Mumbai vide representation dated 24.09.2025 has alleged systemic caste-based discrimination, biased inquiry proceedings and irregularities during an internal investigation at RBI relating to an incident of 28-11-2024 at RBSC Chennai. He states that although eyewitnesses confirmed that no inappropriate conduct occurred and that the complainant was intoxicated, the committee ignored these testimonies, fabricated and manipulated evidence, suppressed crucial statements, and conducted the proceedings with bias, conflict of interest and preconceived notions. He alleges that his submitted proofs (photos, chats, audio, bank records) were disregarded, unsubstantiated statements of persons not present at the incident were relied upon and the committee used circumstantial reasoning despite lack of evidence. He further states that the process showed caste-based and institutional prejudice and that he has already complained within RBI regarding the misconduct of committee members. Hence, requested for the justice.

2. NCST vide notice dated 25.09.2025 sought facts and comments from the Deputy Governor, Reserve Bank of India, the Executive Director (MPD), Reserve Bank of India and The Executive Director (HRMD), Reserve Bank of India, Mumbai within 7 days from receipt of the Notice.

3. The RBI, vide letter no. HRMD.DiscNo.S8412/06.52.020/2025-26 dated October 16, 2025, has sought time for submission of detailed report and informed that an enquiry into the sexual harassment complaint against the officer was conducted strictly as per the POSH Act, 2013, by the duly constituted Central Complaints Committee, which found the charge proved and recommended appropriate penalty. A tentative order proposing dismissal was issued on September 23, 2025. The Bank submitted that allegations of bias, discrimination and procedural irregularities raised before the Commission were never raised during the enquiry and are unsubstantiated. Regarding the complainant's allegations of caste-based harassment by two officials, the Bank informed that the DEPR Department has initiated an investigation; however, the complainant has sought additional time citing mental health issues and the matter is pending. The Bank has assured that a comprehensive update will be furnished within fifteen working days of receiving the complainant's evidence. This was sent to the petitioner vide NCST letter dated 26.11.2025.

4. Meanwhile, the RBI vide letter dated 20.11.2025 has forwarded the updated position in the matter. In the CCC report it has been pointed out that the POSH inquiry involved multiple hearings where the complainant was given every opportunity to present his defense, submit evidence, cross-examination witnesses and raise any concerns regarding the procedure or the conduct of the CCC members. The POSH Act provides the appeal provision, as per which any party aggrieved by the recommendations or findings of the CCC has the right to file an appeal under Section 18 of POSH Act to the appropriate Appellate Authority. The complaint regarding caste based abuse was also enquired, based on the available information and as per explanation provided by the witnesses; the alleged incidents could not be substantiated.

5. The reply was not satisfactory, hence, NCST has decided to discuss the issue with the officers of RBI and the petitioner on 17.12.2025. Accordingly, a Sitting Notice was sent on 08.12.2025. The Dy. Governor of RBI vide letter dated 12.12.2025 has sought exemption and deputed CGM of HRMD to attend the sitting. The Executive Director, HRMD, RBI vide letter dated 11.12.2025 has informed that the case is not related to them. Hence, requested for exemption.

6. In the sitting, the CGM of HRMD, RBI, Mumbai along with other Sr. officers of RBI and petitioner were present. The petitioner has reiterated his earlier submission and stated that the Enquiry officers has not considered his arguments during the enquiries. The officers of RBI has reiterated their submissions and stated that the enquiry officers / committee has given full opportunity to the petitioner for presenting his case. Further, it was also stated that the matter is still under investigation and recommendations of CCI has to be examined.

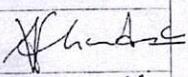
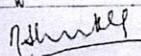
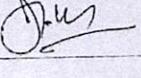
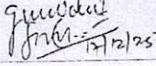
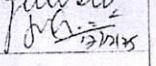
7. After discussion with officers of RBI and petitioner, the following recommendations were made and action taken report thereon may be submitted to NCST within 15 days from receipt of the Minutes.

- The Enquiry officers and management of RBI is advised to give opportunity to the petitioner to present his case.
- The management of RBI is also advised to nominate a ST officer to help the petitioner.
- The petitioner is also advised to cooperate with the Enquiry officers and attend the Enquiry meetings to present his case.

(Jatotu Hussain)

जातोतु हुसैन / Jatotu Hussain
राष्ट्रीय अनुसंधान जननायिती आयोग
National Commission for Scheduled Tribes
नारत सरकार / Govt. of India
नई दिल्ली / New Delhi

List of participants of the sitting held on 17.12.2025 at 12:30... under the chairmanship of Shri Jatotu Hussain, Hon'ble Member, NCST at New Delhi.

Sr. No.	Name and Designation	Address & Phone No.	Signature
<u>I</u> <u>National Commission for Scheduled Tribes</u>			
1.	Dr. P.Kalyan Reddy Director		
2.	NCST Officials		
<u>II</u> <u>RBI</u>			
Sr. No.	Name, Designation and Address	Phone No.	Signature
1.	V. ANUP CHANDRA CGM, RBI	8056108877	
2.	Namrata Shukla GM, RBI	9311878797	
3.	SHISHIR KUMAR GM, RBI	911112671	
4.	Honey Khosla ALA, RBI	8800411600	
<u>III</u> <u>Petitioner</u>			
	 17/12/25	9555448333	 17/12/25

