



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-2068/MFIN/4/2025-(RU-III)

Dated:- 21.1.2026

To

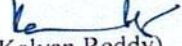
The Managing Director,
Indian Bank, Avvai Shanmugan
Salai, Royapettah,
Chennai, TamilNadu-600014

Sub:- Harassment of ST employee by the management of Indian Bank - A representation dated 15.02.2025 of Shri Pankaj Meena (Assistant Manager, Sr No. 96541, Indian Bank, Zonal Office Rajkot), Karauli (Rajasthan).

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 Jatothu Hussain, Hon'ble Member, National Commission for Scheduled Tribes (NCST) at New Delhi on the above mentioned subject, for your information.

Yours faithfully,


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

Copy for information:-

1. Shri Pankaj Meena,
Village-Choorpura,
Post-Matasula, Karauli- Rajasthan
Mobile No. 7014349365
2. PS to Hon'ble Member (JH), NCST.
3. NIC- 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 Pankaj Meena, Assistant Manager (Dismissed), Indian Bank regarding dismissal from service

NCST/SER-2068/MFIN/4/2025-RU-III

Date of the Sitting: 17/12/2025, 12:10 PM

Participants in the Sitting: As per Annexure

Shri Pankaj Meena, Assistant Manager(Dismisssed), Indian Bank, Zonal Office, Rajkot, vide his representation dated 15.02.2025, has alleged that he is being harassed and falsely implicated in a case of examination malpractice solely due to his Scheduled Tribe identity. He states that despite clearing the IBPS examination and being appointed as a Probationary Officer in Indian Bank, a false and fabricated complaint was made against him regarding alleged misconduct in the examination. He asserts that biometric data and invigilator checks confirm his genuine participation and seating, yet he has been served with a show-cause notice and chargesheet without substantive proof. He denies any association with a suspect named Pankaj Kumar and attributes the accusations to a systemic caste-based bias. He seeks the Commission's intervention for an impartial investigation, removal of false allegations, and action against individuals responsible for the harassment under the SC/ST (Prevention of Atrocities) Act, 1989.

2. In this matter, a sitting was held on 4.6.2025 with the officers of Indian Bank and petitioner and the following points were emerged. The minutes of the sitting was forwarded on 16.7.2025 to MD, Indian Bank and Director, IBPS, Mumbai for appropriate action. In the sitting, "it was observed that the action has been initiated on the suggestion of IBPS. Hence, the matter may be referred to IBPS for comments in the matter. After that NCST will decide the further course of action in this matter."

3. The IBPS Mumbai vide letter no. 251874 dated 24.7.2025 has informed that upon receiving a complaint from Department of Financial Services, the matter was taken up with Service Provider and it was observed that activities of Shri Pankaj Meena during examination were suspicious. It was understood that Shri Pankaj Meena appears to have swapped seats with another candidate named Mr Pankaj Kumar. Since, Shri Pankaj Meena was provisionally allotted to Indian bank, therefore, complaint, findings and CCTV footage provided to Indian Bank for necessary action, as deemed appropriate.



4. In view of the above observations of sitting held on 4.6.2025, NCST decided to discuss the issue with the authority and the petitioner on 17.12.2025. Accordingly, a Sitting Notice was sent on 08.12.2025. The MD & CEO, Indian Bank vide letter dated 11.12.2025 has sought exemption and deputed GM (HRM) to attend the sitting.

5. In the sitting, the General Manager (HRM) alongwith other officer of Indian Bank were present. The petitioner was also present. The petitioner has reiterated his earlier submission and requested for justice. The General Manager (HRM) had drawn the attention of NCST to the letter no. 1758 dated 23.7.2025 of IBPS address to Indian Bank which was provided to NCST during the sitting held on 4.6.2025 and stated that the bank has taken the action as per rules. The petitioner has not produced new points in respect of his case in the sitting.

6. After discussion with the above officer of Indian Bank and petitioner, it was observed that no action warranted on part of NCST.


(Jatothu Hussain)
जाटोथु हुसैन / Jatothu Hussain
सदस्य / Member
राष्ट्रीय अनुसूचित जनजाति आयोग
National Commission for Scheduled Tribes
भारत सरकार / Govt. of India
नई दिल्ली / New Delhi

List of participants of the sitting held on 17.12.2025 at 12.00... 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>Indian Bank</u>		
Sr. No.	Name and Designation	Phone No.	Signature
1	Manoj Das (General Manager)	9413339996	
2.	B.P.S. Rana (Asst. General Manager)	7579151100	
III	<u>Petitioner</u>		
1.	Pankaj Meena (CSO) Assistant Manager	7014349365	