



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-2865/MFIN/48/2025-RU-III

Dated:- 20.01.2026

To,

The Managing Director & CEO,
Indian Bank,
Avvai Shanmugan Salai, Royapettah,
Chennai, (Tamil Nadu) 600014
Email Id: md@indianbank.co.in
Tel. No: 04428134300


Sub: Caste-based discrimination and biased departmental proceedings by Indian Bank – a representation dated 18.11.2025 of Shri Satish Kumar Meena, Manager, Indian Bank, Chennai

महोदय/महोदया,

I am directed to enclose herewith a copy of the minutes of the sitting held on 5.1.2026 under the chairmanship of Shri Jatothu 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 Satish Kumar Meena,
RZG-560, Hemand Sadan,
Lohia Marg, Raj Nagar-2,
Palam Colony, New Delhi-110077,
Mobile No:9953026740
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 New Delhi in the case of Shri Satish Kumar Meena, Manager, Indian Bank, Chennai regarding caste-based discrimination and biased departmental proceedings by Indian Bank.

File No.: NCST/SER-2865/MFIN/48/2025-RU-III

Date of the Sitting: 5.1.2026 at 12:00 (Noon)

Participants in the Sitting: As per Annexure

Shri Satish Kumar Meena, Employee No. 767624, Indian Bank, vide his complaint dated 18.11.2025 has alleged caste-based discrimination and biased conduct by the Inquiry Authority, Indian Bank in the ongoing departmental proceedings, stating that for 3-4 months hearings were deliberately not scheduled when his Defence Assistant was available, but the proceedings were suddenly rushed when he was medically unfit due to severe back pain and advised rest. He has submitted that despite informing the Inquiry Authority through email dated 16.11.2025 about his medical condition, an ex parte hearing was conducted on 17.11.2025 without proper notice, and the proceedings sent to him at 7:37 PM contained false and misleading statements portraying him as non-cooperative. He has further alleged that the Inquiry Authority relied upon fabricated and post-charge-sheet documents in violation of the Indian Bank Vigilance Manual, 2018, thereby breaching principles of natural justice and protections under Articles 14, 21 and 338A of the Constitution of India and provisions of the NCST Act, 2003, and has requested the Commission to intervene, halt the inquiry, and direct appointment of an unbiased Inquiry Authority.

2. NCST vide notice dated 04.12.2025 sought facts and comments from the Managing Director & CEO, Indian Bank, Chennai within 3 days from receipt of the Notice. The reply was not received, hence, the Commission has decided to discuss the issue with the authority and the petitioner on 05.01.2026. Accordingly, a Sitting Notice was sent on 26.12.2025.

3. Meanwhile, Indian bank vide letter no. CO/RESV/767624 dated 2.1.2026 has furnished the facts and comments and stated that the Disciplinary Authority advised Shri Satish Kumar Meena (Petitioner) to choose a new Defence Assistant before 26.12.2025 but the petitioner still hasn't communicated about the new Defence Assistant to the bank.

4. In the sitting, the CGM (HR) and AGM (HR) alongwith other officers of Indian Bank were present. The petitioner was also present. The petitioner has reiterated his earlier submission and requested for justice. The officers from Indian Bank has reiterated its facts and comments submitted to NCST vide letter dated 2.1.2026 and stated that the petitioner has not provided the name of new Defence Assistant so far.

5. After discussion with the authority and petitioner, the following recommendations were made and action taken report may be submitted to NCST within 30 days from receipt of the minutes.

- The bank management is advised to suggest the name of Defence Assistant to petitioner. The petitioner is also advised to contact the competent officers of the bank for choosing new Defence Assistant.
- The ST person may also be nominated to participate in the enquiry.
- The enquiry may be completed at the earliest.

(Jatothu Hussain)

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

F. No NCST/SER-2865/MFIN/48/2025-RU-III

List of participants of the sitting held on 5.01.2026 at 12.30 PM 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	Maya V. N. CGM (H.R.)	9282132555	VNM
2.	B.P.S. Rana Aqm (PR)	7579151100	
3.	Shahid. M.d. Legal S.m.	8287080149	
III	<u>Petitioner</u>		
1	Satish Kumar Meena	9953026740	