



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-966/MH/29/2023-SSW(RU-III)

20.03.2025

**Shri Rohit Rishi,**  
Executive Director,  
Bank of Maharashtra,  
Lokmangal, 1501, Shivajinagar, Pune-411005  
Email Id: [mdceo@mahabank.co.in](mailto:mdceo@mahabank.co.in)  
Tel. No: 012025532731.

**Sub: Harassment of ST employee by the Administration of Bank of Maharashtra - a rep. dated 03.06.2023 from Shri N.H. Chavan (PF No. 2269, Clerk), Yewat Branch (on Deputation), Pune East Zone (Maharashtra).**

Mam/Sir,

I am directed to enclose herewith a copy of the minutes of the sitting held under the Chairmanship of Shri Jathothu Hussain, Hon'ble Member, National Commission for Scheduled Tribes (NCST) on 05.03.2025 at NCST, 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,

(R. K. Dubey)  
Deputy Director  
Ph No. 011-24641640

Copy to:-

1. Nanasaheb Hiranman Chavan, AP- Kedgaon Near Jawaharlal Collage, Shubhashri Apartment, Flat No 9, Tal Daund, District- Pune - 412203 (Email: [nanasahebchavan02@gmail.com](mailto:nanasahebchavan02@gmail.com)) (Mobile No:8208198778).
2. PS to Hon'ble Member (Shri Jathothu Hussain), NCST.
- ✓ 3. NIC, NCST for uploading on the website of the Commission

**NATIONAL COMMISSION FOR SCHEDULED TRIBES**  
**FILE: NCST/SER-966/MH/29/2023-SSW**

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 N.H. Chavan (PF No. 2269, Clerk), Yewat Branch (on Deputation), Pune East Zone (Maharashtra) regarding Harassment of ST employee by the Administration of Bank of Maharashtra.

**Date of the sitting: 05.03.2025 at 2:30 PM**  
**Participants in the Sitting - As per Annexure**

Shri N.H. Chavan (PF No. 2269, Clerk), Yewat Branch (on Deputation), Pune East Zone vide his rep. dated 03.06.2023 has alleged that the Bank of Maharashtra has setup enquiry against him for the transaction of Rs. 3010/- in his favor. He stated that the authority has not taken opinion of hand writing experts nor any CCTV footage. The CRS punishment is given on the basis CBS login only. Hence, do the justice.

2. NCST vide Notice dated 26.07.2023 had referred the matter to CEO & Managing Director, Bank of Maharashtra, Pune for furnishing the facts and comments. Bank of Maharashtra vide letter dated 11.08.2023 has furnished the facts and comments and stated that Shri Chavan while working as clerk in Vagabond branch of Bank of Maharashtra from 19.11.2003 to 30.03.2018 had misappropriated bank's amount collected from the customers. Accordingly, the disciplinary action was initiated against him and issued a charge sheet to him on 18.05.2020 for his gross misconducts committed by him during his aforesaid tenure. An Inquiring Authority on 15.12.2021 has enquired the charges levelled against Shri Chavan and subsequently, Inquiring Authority submitted his report wherein the allegations were proved. It is requested to close the complaint as the bank has taken action against aggrieved employee as per prevailing rules and regulations. The appeal filed by Shri N. H. Chavan on 25.1.2022 was also rejected by the Appellate authority and Executive Director, Bank of Maharashtra on 28.02.2022. The above reply of bank was forwarded to petitioner for information on 22.08.2023.
3. Shri N.H. Chavan vide letter dated 12.10.2023 has refuted the facts submitted by Bank of Maharashtra. In the letter, Shri N.H. Chavan has submitted the facts in respect of inquiring authority, voucher subject, patas branch, printing press bill etc and stated that the bank has targeted him in this case as belongs to ST. He has also stated that he has not committed any wrongdoing but the bank has imposed harsh punishment (CRS) for fraud Rs. 3010/- only and officer and manager are involved in this case.
4. NCST vide letter dated 29.12.2023 had forwarded the rejoinder to CEO & Managing Director, Bank of Maharashtra, Pune for furnishing the facts and comments vide NCST letter dated 19.04.2024 .
5. Bank of Maharashtra vide letter no. AX1/HRM/NCST/Complaints/2024-25 dated 30.05.2024 has furnished the facts and comments and stated that the charges levelled against Shri N. H. Chavan were of the misappropriation of funds by debiting various customer accounts. The charges were proved during department inquiry. This was forwarded to petitioner on 31.05.2024 for information. Petitioner vide letter dated 15.06.2024 has refuted the facts and comments and requested for hearing in the matter.
6. Hence, NCST has decided to discuss the issue with the concerned authority and petitioner on 05.03.2025. Accordingly, a Sitting Notice was sent on 21.02.2025.
7. In the sitting, the ED, Bank of Maharashtra and petitioner were present. The petitioner reiterated its submission and requested for reinstatement in service. The ED, Bank of Maharashtra has reiterated the reply submitted by bank. However, he agreed with the points raised by the petitioner and assured that the management will re-examine the issue, afresh.

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



8. After discussion with the ED, Bank of Bank of Maharashtra and petitioner, the following was recommended and action taken thereon may be submitted to NCST within one month from receipt of the minutes.

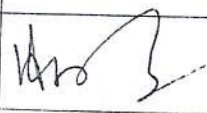
- As assured by ED, Bank of Maharashtra in the sitting, the management of Bank of Maharashtra may re-examine the issue and consider for reinstatement of petitioner in services.

(Jatothu Hussain)

जाटोतु हुसेन / 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-966/MH/29/2023-SSW (RU-III)

List of participants of the sitting held on 05.03.2025 at 2:30 PM under the Chairmanship of Shri Jatothu Hussain, Hon'ble Member, NCST in the case of Shri N.H. Chavan (PF No. 2269, Clerk), Yawat Branch (on Deputation), Pune East Zone (Maharashtra) regarding harassment of ST employee by the Administration of Bank of Maharashtra

Sr. No.	Name and Designation	Address & Phone No.	Signature
I	<u>National Commission for Scheduled Tribes</u>		
1.	Dr. P.K Reddy Director		
2.	NCST Officials		
II	<u>Bank of Maharashtra</u>		
Sr. No.	Name and Designation	Address & Phone No.	Signature
1.	Rohit Rishi Executive Director, BOM	Lokmangal, Pune Mobile: 9818282219	
III	<u>Petitioner</u>		
	Manasheb Hiodam Chairman	8208198718	