



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-928/MFIN/58/2023-SSW

Dated:- 07.4.2025

To,

The Chairman- cum- Managing Director,
UIICL,
24 White Road,
Chennai (Tamil Nadu)- 600014


Sub:- Harassment of ST employee by the Management of United India Insurance Co. Ltd. - a rep. dated 17.04.2023 Shri B.L.Meena (Sr. Divisional Manager), Ahmedabad (Gujarat).

महोदय/महोदया,

I am directed to enclose herewith a copy of the minutes of the sitting held on 5.3.2025 under the Chairmanship of Shri J. Hussain, Hon'ble Member, National Commission for Scheduled Tribes (NCST) at NCST HQ, 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 taking appropriate action.

Yours faithfully,


(Dr. P. Kalyan Reddy)
Director
Tel No. – 24641640

Copy for information to:-

1. B.L. Meena,
Manager,
United India Insurance Company Ltd.
Ashram Road, Income Tax Circle
Ahmedabad (Gujarat)
Mobile No:9602477061
2. PS to Hon'ble Member (JH), NCST
- ✓ 3. NIC, NCST for uploading on the website of the Commission.



राष्ट्रीय अनुसूचित जनजाति आयोग
NATIONAL COMMISSION FOR SCHEDULED TRIBES
(भारत के संविधान के अनुच्छेद 338क के अंतर्गत दीवानी न्यायालय की शक्तियों का प्रयोग
करने वाला एक संवैधानिक निकाय)
(A Constitutional body exercising powers of Civil Court under Article 338A of the
Constitution of India)

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 B.L.Meena (Sr. Divisional Manager, United Insurance Company Ltd (UIIC)), Ahmedabad regarding non promotion and issuing of charge-sheet.

(F.No. NCST/SER-928/MFIN/58/2023-SSW)

Date of the sitting: 5.03.2025 at 12:20 PM

Participants in the Sitting - As per Annexure

Shri B.L.Meena (Sr. Divisional Manager, UIICL), Ahmedabad vide his rep. dated 17.04.2023 has alleged that he faced community-based discrimination, including a transfer from DO Pali to RO Ahmedabad following a false complaint by a colleague, Mrs. Deeptishree Sharma. This complaint, allegedly fabricated was used to justify his transfer and a subsequent charge sheet.

2. In this matter, a sitting was held on 25.11.2024 and the following recommendations were made. The minutes of the sitting was issued to all concerned on 3.12.2024 for furnishing the ATR within 30 days.

- Copy of the order of composition of ICC, which heard the petitioner case may be provided.
- The copy of note sheet by which the Inquiry Officer and PO was changed by UIICL in the case of petitioner may be provided.
- The Inquiry Proceedings may be conducted on a regular basis and video graphed. A recording may be provided to the petitioner upon his request.
- The TA and Special Leave may be reimbursed/granted in favor of the petitioner for attending the sitting at NCST.
- The petitioner is also advised to cooperate with the Inquiry Officers and other related officers to discharge their duties for completion of the proceedings.

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

3. The UIICL vide letter dated 25.1.2025 has furnished the point wise action taken report. In the letter, it has been mentioned that the enquiry proceedings are currently under completion stage and proceedings are being video graphed as advised by the NCST. The recording can be provided after completion of the enquiry proceedings upon the request of petitioner.

4. NCST decided to discuss the issue with the concerned authority and petitioner on 5.03.2025. Accordingly, a sitting notice was issued on 21.2.2025 to all concerned.

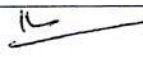

5. The CMD, UIICL vide letter dated 3.3.2025 has sought the exemption and deputed General Manager and CLO for SC/ST and General Manager (HR) to attend the sitting. In the sitting these officers and petitioner were present. The petitioner reiterated his earlier submission and highlighted the department has not considered his candidature for promotion to next grade (scale V) for which he is giving the interview since, 2021. The officers of UIICL reiterated their earlier submission and informed that the interview board has not awarded the next promotion in favor of the petitioner. It was also informed that the petitioner is still threatening the officials, who investigated his case.

6. After discussion with the officers of UIICL and petitioner, the following recommendations were made and action taken report may be furnished within 30 days from receipt of the minutes:-

- An Enquiry Proceeding/ recording may be provided to the petitioner upon his request.
- The petitioner may be given training in soft skills and social skills which could help him to maintain healthy relations in professional atmosphere.
- Considering the petitioners merit and seniority, he may be considered for promotion with retrospective effect subject to the final outcome of any court case/enquiry.
- The petitioner is also advised to cooperate with the officers of the organization and stop his threatening attitude.
- The TA and Special Leave may be reimbursed/granted in favor of the petitioner for attending the sitting at NCST.

(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

List of participants of the sitting held on 5.3.2025 at 12:20 PM under the Chairmanship of Shri Jatothu Hussain, Hon'ble Member, NCST in the case of Shri B.L.Meena (Sr. Divisional Manager), Ahmedabad (Gujarat) regarding harassment of ST employee by the Management of United India Insurance Co. Ltd.

I <u>National Commission for Scheduled Tribes</u>			
1.	Dr. P.K Reddy Director		
2.	NCST Officials		
II <u>UIICL</u>			
Sr. No.	Name and Designation	Address & Phone No.	Signature
1.	K. Srinivas	GM, HR 5583382414	
2.	H. R. GANGWAL	GM. & CEO	
III <u>Petitioner</u>			
1.	B. L. Meena	9602472661	