



Government of India
National Commission for Scheduled Tribes
(A Constitutional Commission set up under Art. 338A of the Constitution of India)

5th floor, 'B' Wing,
Loknayak Bhawan
Khan market,
New Delhi-110 003
Date: 28/04/2016

No: UCM/21/2015/MFIN9/SEHRMT/RU-IV

To

The Deputy Managing Director (HR),
State Bank of India,
State Bank Bhawan
Madam Cama Road
Mumbai-400021
Maharashtra.

Sub: Representation of Shri U.C Meena State Bank of India, Mansarover Gardn, New Delhi regarding harassment.

Sir,

I am directed to refer to this Commission letter of even number dated 14.03.2016 on the above subject and to enclose herewith a copy of the proceedings of the Siting held in this Commission on 18.04.2016 for necessary action and to send the action taken report to the Commission at an early date.

Yours faithfully,

N. D.
(N. Balasubramanian)
Research Officer

Copy to:-
Shri Uttam Chand Meena,
State Bank of India
Manasarover Garden,
New Delhi-110015.

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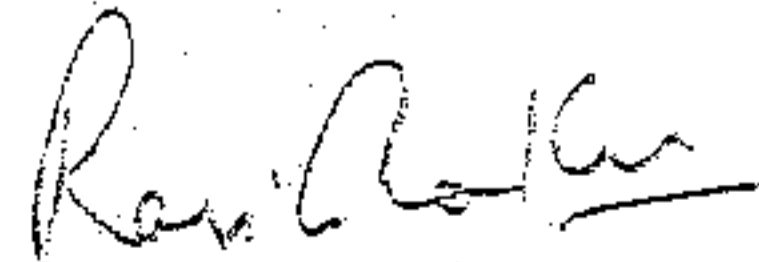
ISSUED

Proceedings of hearing held under the Chairmanship of
Shri Ravi Thakur, Hon'ble Vice Chairperson,
National Commission for Scheduled Tribes, Government of India
on 18-4-2016 at 4.00 PM in the Commission HQs on the petition
filed by Shri U. C. Meena, Manager, State Bank of India
against the punishment meted out to him.

Petitioner Shri U. C. Meena at the very beginning of the hearing of the case has strongly submitted in his defence by stating that the complaint against him by a lady clerk on probation was made at the behest of the then Regional Manager as a revenge because the petitioner, Shri U. C. Meena has given evidence against the illegal activities of Shri S. K. Gangal, the then Regional Manager of State bank of India, Bundi Branch, Rajasthan. Shri U. C. Meena, Petitioner has submitted that the punishment is given to him by the appointing Authority without following the procedure laid down in SBI Officers Service Rules and has not considered his submissions made in reply to explanation letter. This is against the principles of natural justice and no reasonable opportunity was provided to him to defend his case. There has been total hostile discrimination in the matter against Shri Meena.. Shri Meena has also stated that representation submitted by him during personal hearing was rejected by appointing authority without assigning any reasons. Similarly appeal submitted by him to the Appellate Authority has also been rejected by Appellate authority through a sweeping observation. Shri Meena has stated that when the complaint was made, there was no internal Appellate Committee and Inter Complaint Committee was in existence. Hence there is no question of submitting appeal to Internal Appellate Authority.

2. Shri S. P. Singh General Manager has submitted a copy of bank's circular dated 24.12.2013 which was relied to impose the punishment. Shri Meena strongly opposed the stand taken by the Bank officials stating that the Complaint was made on 17.06.2013 hence the Bank's Circular dated 20.07.2011 was in force. The circular dated 24.12.2013 was issued after completion of investigation as per circular dated 20.07.2011. Thus submission of Shri S. P. Singh is not acceptable.

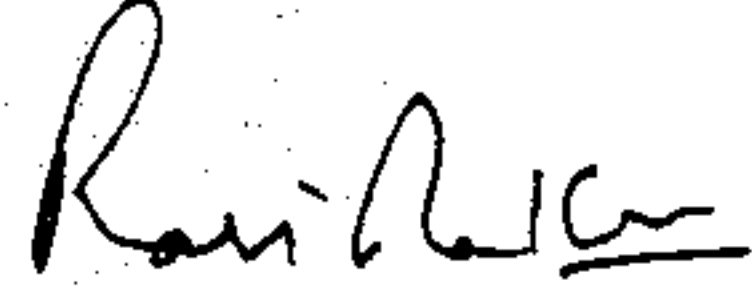
3. Shri Meena has expressed that due to this punishment he has lost his career, bearing heavy financial loss and defamation in Bank and society. It has been seen that the Bank has not followed the instructions of the Government in dealing with the sexual harassment case against him at work place in a proper manner and has jumped to the conclusion that the matter has been proved, which is contrary to the records made available to the Commission. Shri Meena has badly craved about injustice meted out to him in imposing double major penalty arbitrarily.


रवि ठाकुर/RAVI THAKUR
उपध्यक्ष/Vice Chairperson
राष्ट्रीय अनुसूचित जनजाति आयोग
National Commission for Scheduled Tribes
भारत सरकार/Govt. of India
नई दिल्ली/New Delhi

4. Shri S. P. Singh, General Manager has agreed to review the punishment of Shri U. C. Meena, which is illegal and ordered without following the principles of natural justice.

5. Shri S. P. Singh, General Manager (Appointing Authority) has agreed to discuss with General Manager (Law) and DMD regarding reversal of arbitrary punishment imposed on Shri U. C. Meena within 10 days of receipt of these proceedings.

6. The Commission has observed that matter of the Petitioner is old and therefore needs expeditious disposal for relief to the petitioner and advises accordingly. It is also emphasised that Government servants should desist from any act of discrimination against members of SC/ST communities on grounds of their social origin. It is also requested that senior officers, including the Liaison Officers of the Ministry / Department, should keep a close watch to ensure that such incidents do not occur at all. However if any such incident comes to the notice of the authorities action should be taken against the erring officials promptly as contained in Department of Personnel & Training O.M. No. 36026/3/85-Estt(SCT) dated 24-6-1985.



रवि ठाकुर/RAVI THAKUR
उपाध्यक्ष/Vice Chairperson
राष्ट्रीय अनुसूचित जनजाति आयोग
National Commission for Scheduled Tribes
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नई दिल्ली/New Delhi

List of Participants

1. Shri Ravi Thakur, Hon'ble Vice Chairperson, NCST : In the Chair.
2. Shri S.P.Singh, General Manager, Delhi on behalf of Deputy Managing Director(HR) State Bank of India, Corporate Center, Mumbai.
3. Shri Suresh Chand Jatav, Circle Development Officer and Deputy General Manager, State Bank of India, Local Head Office, New Delhi.
4. Shri N. Balasubramanian, Research Officer, National Commission of Schedule Tribes, Government of India, New Delhi.
5. Shri U. C. Meena, Manager, SBI, New Delhi. - Petitioner.

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