



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

File No. UCM/21/2015/MFIN9/SEHRMT/RU-IV

23.06.2016

To,

The Chairman,  
State Bank of India,  
State Bank Bhawan,  
Madam Cama Road,  
Mumbai - 400 021.  
Maharashtra.

**Sub: Representation of Shri U.C. Meena, Manager, State Bank of India regarding harassment.**

Sir,

I am directed to enclose a copy of the Proceeding of the Sitting held in the NCST on 16.06.2016 on the above mentioned subject for necessary action and to send the action taken report to the Commission at an early date.

Yours faithfully,

**(V.P. Shahi)**  
**Assistant Director**

Copy to:-


Shri Uttam Chand Meena,  
State Bank of India,  
Manasarovar Garden,  
New Delhi - 110 015.

**(V.P. Shahi)**  
**Assistant Director**

Copy to :-

(1) Director (Admn, RU-III & RU-IV), Deputy Secretary (RU-I & RU-II), All Units of Head quarter, Director/Assistant Director/Research Officer of Regional Offices of NCST

(2) SSA, NIC

  
(V.P. Shahi)  
Assistant Director

**Proceedings of the Sitting taken by the Vice-Chairperson, NCST on 16.06.2016 in the matter of Shri U.C. Meena, Manager, State Bank of India, regarding harassment.**

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Date of sitting: 16.06.2016

List of the officers present: **(Annex - I)**


In pursuance of the Sitting held on 18.04.2016 (**Annex- II**) the Hon'ble Vice Chairperson, NCST fixed up another Sitting on 16.06.2016 to discuss the matter with the Chairman, SBI, Mumbai as the petitioner was not satisfied with the reply and filed a rejoinder on 2<sup>nd</sup> June, 2016.

2. The CMD, State Bank of India authorized the General Manager vide letter dated 09.06.2016 as she was engaged in promotion interviews of the Bank at Mumbai.

3. The case was rediscussed that a Committee was constituted to investigate the charges levelled against U.C. Meena on the complaint of lady clerk about sexual harassment. A Committee was set up to enquire into the complaint as per guidelines on sexual harassment of Vishaka guidelines in December, 2013 since no external member of NGO was there in the 1<sup>st</sup> Committee. The Committee was reconstituted and Committee gave conclusive report – proven.

4. The Committee had proved on the basis of presumption and accordingly a harsh punishment of demotion was awarded to him by reducing his Rank from Scale III to Scale I and reduction of Basic Pay from Rs. 30,600/- to Rs. 14,500/-. It was also noted that the punishment order was served upon the day of Deepawali 2014.

5. The petitioner was given opportunity to explain his case. Shri U.C. Meena said that this is not true and that there is a conspiracy against him. He strongly questions the legitimacy of the Committee as well. He

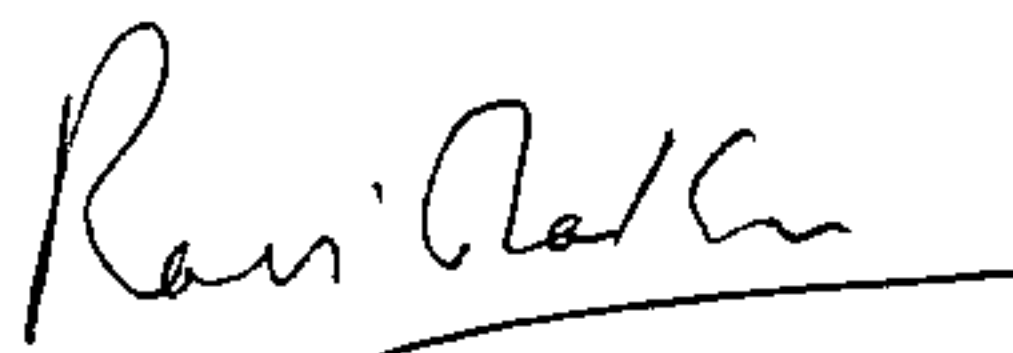
  
रवि ठाकुर/RAVI THAKUR  
उपाध्यक्ष/Vice Chairperson  
राष्ट्रीय जनजाति जनजाति आयोग  
National Commission for Scheduled Tribes  
भारत सरकार/Govt. of India  
नई दिल्ली/New Delhi

mentioned that since he was involved in SC/ST Welfare activities there could have been ill-will against him and therefore the allegation of sexual harassment against him was constructed. Further, Shri U.C. Meena Committee investigated the complaint was not Internal Complaint Committee but a investigation authority as per Bank circular dated 20.07.2011 and Act No. 14 came in force from 09.12.2013 not from 23.04.2013 as informed by Bank General Manager.

6. He also mentioned that he had filed a complaint against his senior before and therefore, he was being harassed on 31.03.2013 in his self appraisal of Annual Confidential Report.

7. With the petitioner feeling deeply aggrieved, his case was heard by the Commission and after hearing from both sides (the SBI officers and the petitioner), the Commission advised the petitioner to appeal to Internal Appellate Committee of the SBI in Mumbai.

8. The petitioner agreed to take his case to the said Internal Appellate Committee subject to the condition that his case would be viewed with 'an open mind' and scrutinized in all fairness and merit, in order to deliver true justice in letter and spirit. A copy of the appeal to Internal Appellate Committee will be given to NCST and the Commission will forward the same to SBI for consideration.



शुवि ठकुडर/RAV THAKUR  
उडडडडड/vice Chairman  
ररररर अररररर रररररर ररररर  
National Commission for Scheduled Tribes  
डरररर ररररर/Govt. of India  
नई डररररर/New Delhi

**NATIONAL COMMISSION FOR SCHEDULED TRIBES**

**Annexure-1**

**UCM/21/2015/MFIN9/SEHRMT/RU-IV**

**List of participants**

**NCST**

1. Shri Ravi Thakur, Hon'ble Vice Chairperson (In chair)
2. Mrs. K.D. Bhansor, Director
3. Shri V.P. Shahi, Assistant Director,
4. Ms. N. Singsit, Assistant Section Officer

**Officers of State Bank of India**

1. Shri S. Salee, General Manager and Disciplinary Authority
2. Shri S.C. Jatav, Deputy Senior Manager & Circle Development Officer
3. Smt. Nirmala Ukrani, Assistant General Manager.(Law)

**Petitioner**

Shri U.C. Meena