



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-2913/MFIN/1/2025-RU-III

Dated: 10.03.2026

To,

The Managing Director & CEO
Punjab & Sind Bank,
1st Floor, 21, Rajendra Place,,
New Delhi- 110008
Email Id: ho.pr@psb.org.in
Tel. No: 25768831

Sub: Complaint regarding death due to harassment of ST Employee - representation dated 04.12.2025 of Shri Ashok Kumar (President) AIPSBSC/ST EW Council, Dehradun

महोदय/महोदया,

I am directed to enclose herewith a copy of the minutes of the sitting held on 17.02.2026 at 06:10 PM under the Chairmanship of Shri Jatothu Hussain, Hon'ble Member, National Commission for Scheduled Tribes, Lok Nayak Bhawan, Khan Market, New Delhi 110003 on the above mentioned subject.

2. It is requested that the action taken/to be taken in the matter may be intimated to NCST within stipulated time from receipt of the letter for placing it before the Commission.

Yours faithfully,


(डॉ.पी.कल्याण रेड्डी/Dr. P. Kalyan Reddy)
निदेशक/Director
Telephone No. : 011-20819841

Copy for information:-

1. Shri Krishna Pal,
All India Punjab And Sind Bank Sc/St Employees Welfare Council,
Add.-Punjab And Sind Bank B/O Shyampuri, Po-S.N. Temple
Dehradun, Uttarakhand - 249204
Mobile No:9756263090
2. PS to Hon'ble Member (JH)
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 Ashok Kumar (President) AIPSBSC/ST EW Council, Dehradun regarding death due to harassment of ST Employee.

File No.: NCST/SER-2913/MFIN/1/2025-RU-III
Date of the Sitting: 17.2.2026 at 6:10 PM
Participants in the Sitting: As per Annexure

Shri Ashok Kumar, President, All India Punjab & Sind Bank SC/ST Employees Welfare Council (Regd.), vide representation dated 04.12.2025, has alleged that late Shri Suresh Chand Meena, an ST employee of Punjab & Sind Bank, was subjected to caste-based discrimination and harassment by the Zonal Manager, Jaipur, which allegedly contributed to his death. It is stated that despite suffering from a serious medical condition, he was transferred vide order dated 02.06.2025 and subsequently issued a Show Cause Notice dated 08.07.2025, compelling him to join under pressure without medical fitness, as recorded in his joining report dated 14.07.2025. The petitioner has further alleged systemic discrimination against ST employees in Jaipur Zone, including hostile remarks, distant transfers, and denial of genuine relief, in violation of constitutional and statutory safeguards. Intervention of the Commission has been sought for ordering a comprehensive inquiry, calling for category-wise transfer data, initiating disciplinary action against the responsible officials, and ensuring compensation to the bereaved family.

2. NCST vide notice dated 09.12.2025 sought facts and comments from the Chairman & Managing Director, Punjab & Sind Bank within 7 days from receipt of Notice. The P&SB vide letter dated 16.12.2025 has sought 15 days more time for submitting the report. The report was not received, hence, NCST decided to discuss the issue with the authority and the petitioner on 16.02.2026. Accordingly, a Sitting Notice was sent on 06.02.2026.

3. In the sitting, the CGM along with other Sr. Officers of Punjab & Sind Bank were present on behalf of CMD, P & SB. The petitioner(s) alongwith father of the victim (Late Shri Suresh Chand Meena) were present. The petitioner has reiterated his earlier submission and requested for justice. It was also informed that the bank management has still not taken any action against the accused officers i.e. Zonal Manager and Officers working in HR Division, Zonal Office, Jaipur. The officers from Punjab & Sind Bank has provided the letter bearing no. PSB/IR/SCST/2025-26 dated 15.1.2026 and stated that the bank has follows the applicable safeguards and grievance mechanism for SC and ST employees and remains committed to a fair and dignified work environment. It is also informed that the bank enquired the matter by the Dy. General Manager, Dy. General Manager, Zone – Bhopal (who belongs to ST category) and took the legal opinion from a Sr. Advocate and Former Judge of Rajasthan High Court in the matter.

4. During discussion it was observed that the reports of the Enquiry Officer(s) alongwith supporting documents were not provided by the bank. Hence, it was suggested / advised to the bank officers to provide complete set of the Enquiry Reports.

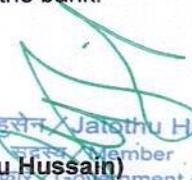
5. The Chief General Manager HRD, Vide letter no. PSB/IR/SCST/2025-26 dated 18.2.2026 has furnished Fact Finding Report dated 18.12.2025 submitted by DGM, Inspection (Shri Surender Kumar Siroha); Fact Finding Report dated 26.12.2025 submitted by DGM, ZM –Bhopal (Shri Tara Chand Meena) and Legal Opinion dated 8.1.2026 (Shri Ashok Gaur, Former Judge Rajasthan High Court) with enclosures. From the report dated 26.12.2025 of DGM, ZM –Bhopal it may be observed that the HR Division of Zonal Office, Jaipur was well aware that the deceased was suffering from critical Medical disease and his treatment was going on. In other words it reveals ethical as well as humanitarian lapses on part of Zonal officials of Jaipur zone.

6. In view of the Fact Finding Reports submitted by the officers of P & SB and legal opinion in the matter, the following recommendations are made and action taken there on may be submitted to NCST within 30 days from receipt of the Minutes.

a. The process may be initiated to transfer the officers of HR Division of Zonal Office – Jaipur who were involved in the case.

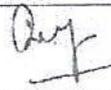
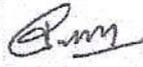
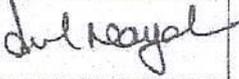
b. Zonal Manager, Zonal Office – Jaipur of P & SB may also be transferred, as these officers have not considered the medical condition of the deceased employee (Shri Suresh Chand Meena).

c. The bank management is advised to issue an advisory to sensitize the employees / officers against discrimination and also consider the request of the employees who were suffering from critical diseases requiring emergency medical attention for better working environment in the bank.


जाटोतु हुसैन / Jatothu Hussain
Member
राष्ट्रीय अनुसूचित जनजाति आयोग
National Commission for Scheduled Tribes
नई दिल्ली / New Delhi

F. No NCST/SER-2913/MFIN/1/2025-RU-III

List of participants of the sitting held on 17.02.2026 at ..6:30... 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>Punjab & Sind Bank</u>			
Sr. No.	Name and Designation	Phone No.	Signature
1)	Rajesh Chandan Pardey CGM	976 999 986 8	
2)	Rajendra Kumar Raigach GM	8502872707	
3)	Anchal Nayar AGM.	9896348777	
4)	Chaudhari Santosh Jagannath AGM.	7600071909	
III <u>Petitioner</u>			
5	Deep Kumar	9255591501	
6.	Krishan Pal	7973328388	