



By Speed post

Government of India  
National Commission for Scheduled Tribes  
(A Constitutional Body under Article 338A of the Constitution of India)

SPEED POST

No. VSC/10/2019/MFIN9/SEHMT/RU-IV

Dated: 12.09.2019

To,

The Managing Director & CEO,  
Union Bank of India,  
Union Bank Bhawan,  
239, Vidhan Bhawan Marg,  
Nariman Point,  
Mumbai-400021

Sub: Representation received from Shri Vikram Singh Chauhan, Assistant Manager (Rajbhasa), Union Bank of India, Regional Office Dehradun with regard to his harassment in transfer

Sir,

I am directed to refer to the subject mentioned above and to enclose herewith a copy of proceedings of sitting held on 04.09.2019 before Hon'ble Chairperson, NCST on the aforesaid matter for necessary action at your end.

It is therefore requested that an action taken report on the Commission's recommendations may be sent to this Commission within 15 days positively for placing the same before the Hon'ble Chairperson NCST.

Yours faithfully,

*[Signature]*

(Y.K. BANSAL)  
Research Officer

(Encl. As above)

Copy for information to:

Shri Vikram Singh Chauhan,  
C/o Shri Mahender Singh,  
Hotel Aroma, 12 New Road,  
Near M.K. P College,  
Dehradun-248001

7020-2/  
13-9-19  
ISSUED

*[Signature]*  
New paper  
13/09/2019  
(R.K. Gupta)

*copy to: - SAS, NIC, NCST.*

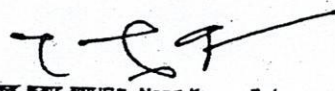


NATIONAL COMMISSION FOR SCHEDULED TRIBES

PROCEEDING OF THE SITTING HELD ON 04.9.2019 BEFORE THE HON'BLE CHAIRPERSON, NATIONAL COMMISSION FOR SCHEDULED TRIBES IN THE MATTER OF REPRESENTATION of SHRI VIKRAM SHIGH CHAUHAN, ASSISTANT MANAGER (RAJBHASHA), UNION BANK OF INDIA, REGIONAL OFFICE, DEHRADUN REGARDING HARASSMENT IN TRANSFER ON CASTE GROUNDS.

File No. VSC/10/2019/MFIN9/SEHMT/RU-IV

1. List of the participants present in the sitting is annexed.
2. The petitioner Shri. Vikram Singh Chauhan, Assistant Manager (Rajbhasha), Union Bank of India, Regional Office, Dehradun vide his representation dated 5.8.2019 has submitted that he is working as Assistant Manager (Rajbhasha), at Bank's Regional Office, Dehradun for last five years. He was assigned duties of Rajbhasha work, Banks related works and also additional duties of collection and examination of the complaints made by the Bank officials. One Bank's lady Official namely Miss. Kawal Preet Sukhija had made a complaint of sexual harassment against one Bank's higher officer Shri Nawajeet Kumar. The Complaint was received by him and thereafter, he had put up the complaint to the higher officers of the Bank for initiating action. The Bank has then constituted a three Member's committee to examine the matter. The Committee examined the matter and submitted its report on 1.7.2019, wherein the Committee did not find anything wrong against him. But, the Union Bank Management has served his transfer order from Dehradun to Mangalore at his home at 08.30 PM on 22.7.2019 through Bank's Letter No. CDD:2326:2019 dated 22.7.2019. He was also relieved from Regional Office Dehradun form same day and asked to immediately join duty at Mangalore office. In addition, on next day 23.7.2019, his transfer news based upon sexual harassment was deliberately published in newspapers. Due to this publication of news, his image was badly affected and his family members became target of social stigma. Thus, the Bank Management has harassed him on caste grounds and he was transferred at faraway place without any reasons and grounds. He requested the Commission to take action against the erring of Bank's Officers responsible for harassment and cancel the transfer order.
3. As per procedure, the NCST vide its notice dated 07.08.2019 sought a report from the Union Bank of India. Thereafter, the Commission vide its letter dated 14.8.2019 requested the Union Bank of India to cancel the transfer order and to retain the petitioner at Dehradun.

  
श्री. नन्द कुमार साय/DR Nand Kumar Sai  
अध्यक्ष/Chairperson  
राष्ट्रीय अनुसूचित जनजाति आयोग  
National Commission for Scheduled Tribes  
नया दिल्ली/Govt. of India  
नई दिल्ली/New Delhi




4 In pursuance of the Commission's notice dated 07 8.2019 and 14 8 2019, the Union Bank of India Management vide its letter dated 19 8 2019 informed the Commission that the petitioner Shri Vikram Singh Chauhan had joined as Asst Manager (OL) in JMGS-I (Specialist Officer) on 21 6.2014 under all India services and he is liable to be transferred anywhere in the country as per administrative needs of the Banks. Regarding sexual harassment complaint of Miss. Kawal Preet Sukhija against Shri Navjeet Kumar, the case was investigated by the Committee. The Committee did not find any case of sexual harassment. However, based on the Committee's report, Shri Kumar was suspended and departmental action was initiated against him. Thereafter, the Bank in order to ensure that the atmosphere of R.O. Dehradun remains work worthy, disciplined, peaceful, congenial to ladies to work in a fearlessly, the Management thought, it fit to suspend the then Regional Head and to transfer three officers including Mr. Chauhan and on administrative grounds. These actions were taken by the Bank to ensure a peaceful atmosphere giving freedom to workers to work toward for development of the Bank.

5. The Bank's report was found to be unsatisfactory and there is no action taken on the Commission's recommendation, therefore, the Hon'ble Chairperson NCST has fixed a sitting on 04.09.2019 to have a discussion with the Union Bank Management.

6. As per schedule, the sitting was held on 04.09.2019. The Union Bank Management vide its letter dated 30.8.2019 requested for exemption for appearance due to Board meeting. However, on behalf of the Managing Director and CEO, Union Bank of India, the Deputy General Manager (HR), Union Bank of India appeared before the Commission. The petitioner was also present.

7. The case was discussed in detail. The Commission observed that the petitioner was transferred without any valid reason/grounds. He was deliberately harassed. The petitioner has only discharged his duty of receiving of complaint of sexual harassment. The Committee formed for the purpose of investigating of sexual harassment complaint did not find any allegation of sexual harassment against the petitioner in its report dated 01.07.2019. In addition, the complainant who made sexual harassment case in her complaint had not mention about the petitioner. This was also confirmed by the complainant Miss. Kawal Preet Sukhija during the statement given by her before the Commission in person during the sitting. The Commission also noted that the petitioner's image was also badly affected due to his transfer order based on sexual harassment published in local newspaper. The Bank could not provide sufficient

  
श. नन कुनार सर/DR Nand Kumar Sar  
Chairperson  
राष्ट्रीय अनुसूचित जनजाति आयोग  
National Commission for Scheduled Tribes



reasons for transferring of the petitioner. Moreover, the Bank's action for transferring the petitioner to a faraway place also seems to be unjustified. Thus, it appears to be a case of harassment of underprivileged Member of Scheduled Tribes.

8. Based on the above observations, the Commission recommends that the Union Bank of India, Management should immediately cancel the transfer order dated 22.7.2019 and submit the action taken report within 15 days positively failing with the Commission will invoke the powers of Article 338 A of the Constitution of India.

29.09.2019  
श्री. मन. कुमार साहू  
National Commission for Scheduled Tribes  
भारत सरकार/Govt. of India  
New Delhi



## **National Commission for Scheduled Tribes**

Case File No. VSC/10/2019/MFIN9/SEHRMT/RU-IV

### **List of Participants**

**Sitting held on 04.09.2019 at 03.00 PM in the case of Shri Vikram Singh Chauhan, Assistant Manager (Rajbhasa), Union Bank of India, Regional Office Dehradun with regard to his harassment in transfer**

### **National Commission for Scheduled Tribes**

1. Shri Nand Kumar Sai, Hon'ble Chairperson (In Chair)
2. Shri Hari Krishna Damor, Hon'ble Member
3. Shri A.K. Singh, Secretary
4. Shri S.K. Ratho, Joint Secretary
5. Shri Y. K. Bansal, Research Officer
6. Shri H.R. Meena, Sr. Investigator

### **Officers from Union Bank of India**

1. Shri R.K. Gupta, Deputy General Manager (HR)
2. Shri L.S. Puri, Sr. Manager

### **Petitioner**

1. Shri Vikram Singh Chauhan
2. Miss Kawal Preet Sukhija
3. Shri Deepak Gulati