



भारत सरकार

Government of India

राष्ट्रीय अनुसूचित जन जाति आयोग

National Commission for Scheduled Tribes

(A Constitutional Body set up under Art. 338A of the Constitution of India)

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

Dated: 22.11.2019

To,

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

Sub: Representation dated 03.08.2019 received from Shri Vikram Singh Chauhan, Assistant Manager (Rajbhasha), Union Bank of India, Regional Office, Dehradun regarding harassment in transfer.

Sir,

I am directed to refer to the subject cited above and to enclose herewith a copy of the Proceedings of the Sitting held on 14.11.2019 before the Dr. Nand Kumar Sai, Hon'ble Chairperson, National Commission for Scheduled Tribes on the aforesaid matter for necessary action.

It is therefore, requested to send an action taken report on the Commission's recommendations to this Commission within 15 days from the receipt of the letter for placing the same before the Hon'ble Chairperson, NCST.

Yours faithfully,

(Y.K. Bansal)

Research Officer
Ph. No. 24645826

(Encl. As above)

Copy to:

Shri Vikram Singh Chauhan,
S/o Shri Sham Singh Chauhan,
C/o Mahender Singh,
Hotel Aroma, 12 New Road,
Near MKP College, Dehradun
Uttarkhand

Copy to: - SAS, NIC, NCST.

NATIONAL COMMISSION FOR SCHEDULED TRIBES

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

PROCEEDINGS OF SITTING HELD ON 14.11.2019 AT 04.00 P.M. CHAIRED BY DR. NAND KUMAR SAI, HON'BLE CHAIRPERSON, NATIONAL COMMISSION FOR SCHEDULED TRIBES (NCST) IN THE CASE OF SHRI VIKRAM SINGH CHAUHAN, ASSISTAN MANAGER (RAJBHASA), UNION BANK OF INDIA, REGIONAL OFFICE, DEHRADUN REGARDING HARASSMENT IN TRANSFER AND NON-IMPLEMENTATION OF COMMISSION'S RECOMMENDATION FOR POSTING AT DEHRADUN.

List of officers present in sitting is Annexed.

Date of Sitting – 14.11.2019

The petitioner Shri Vikram Singh Chauhan vide his representation dated 5.8.2019 has stated that he is working as Assistant Manager (Rajbhasa), at Bank's Regional Office, Dehradun for the last five years. He was assigned duties of examination of the complaints made by the Bank officials. Onè Bank's lady Official had made a complaint of sexual harassment against Bank Manager. Being assigned duty, he collected the complaint and put up the matter before the higher officers of the Bank. Thereafter the Bank has constituted a three members committee to examine the matter and asked the Committee to submit the report. Shri Vikram Singh Chauhan has stated that the Bank, had intentionally also referred his name to the Committee. The Committee found the Bank Manager guilty of sexual harassment. However, the Committee did not find his involvement in the case. Even so, the Bank took action against him and transferred him from Dehradun to Mangalore without any reason and ground.


Being aggrieved of wrongful transfer, he approached to the National Commission for Scheduled Tribes. Taking cognizance of his representation, the Commission directed the Bank Management for immediate cancellation of his transfer order and retention at Dehradun. But the UBI Management did not comply with the Commission's recommendations and he is still awaiting posting order of Dehradun.

2. Earlier, a sitting was held in this case on 04.09.2019 before the Hon'ble Chairperson, NCST. The Commission had recommended to the Union Bank Management for cancellation of the transfer order of the petitioner to Mangalore within 15 days.

The Bank submitted a compliance report wherein it was informed that as per the Commission's recommendations, the petitioner's transfer at Mangalore was cancelled and he was posted at Lucknow Regional Office.

The Commission examined the Bank's report and found that the petitioner's retention at Dehradun was not done by the Bank. Hence, the Commission vide its letter dated 26.09.2019 recommended immediate cancellation of the transfer order of Shri Vikram Singh Chauhan for Lucknow posting and retain him at Dehradun. However, no action taken report was submitted by the Bank.

3. The Hon'ble Chairperson, NCST fixed the sitting on 14.11.2019 in the Commission. In the sitting, the General Manager (Pers), Union Bank of India (UBI) along with other Sr. Officers of the Bank appeared. The petitioner and witness of the case were also present. During the sitting, the Officers appeared submitted exemption request from Managing Director & CEO, UBI, which was taken on record.


श्री. नन्द कुमार साय/DR. Nand Kumar Sai
अध्यक्ष/Chairperson
राष्ट्रीय अनुसूचित जनजाति आयोग
National Commission for Scheduled Tribes
भारत सरकार/Govt. of India

4. In the sitting, the Commission sought reasons for non-compliance of the Commission's recommendation in the case, which could not satisfactorily be provided by the General Manager (Pers), UBI. Hence, the Commission took a serious view about this and also directed to comply the Commission's recommendation without any further delay.

5. After detailed discussion, the Commission recommends that the UBI Management will implement and comply with the Commission's recommendation for retention of the petitioner's services at Dehradun Regional Office itself and to submit action taken report within 15 days positively.

229 20-11-06
डॉ. नन्द कुमार साह/DR. Nand Kumar Sah
अध्यक्ष/Chairperson
राष्ट्रीय अनुसूचित जनजाति आयोग
National Commission for Scheduled Tribes
भारत सरकार/Govt. of India
नई दिल्ली/New Delhi

NATIONAL COMMISSION FOR SCHEDULED TRIBES

Annexure

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

List of participants

NCST

1. Dr. Nand Kumar Sai, Hon'ble Chairperson (In chair)
2. Shri H.K. Damor, Hon'ble Member
3. Shri A.K. Singh, Secretary
4. Shri K. Touthang, Joint Secretary
5. Dr. Lalit Latta, Director
6. Shri Y.K. Bansal, Research Officer

Officers from Union Bank of India

1. Shri. Brijeshwar Sharma, General Manager (HR)
2. Shri Rakesh Chopra, Deputy General Manager (IR)

Petitioners

1. Shri Vikram Singh Chauhan (petitioner)
2. Ms. Kawal Preet Sukhija (Witness)
3. Capt. D.K. Gulati, (Witness)