



राष्ट्रीय अनुसूचित जनजाति आयोग  
National Commission for Scheduled Tribes

(भारत के संविधान के अनुच्छेद 338 के अंतर्गत एक संवैधानिक निकाय)  
(A constitutional body under Article 338A of the Constitution of India)

F.No. NCST/SER-928/MFIN/58/2023-SSW

03.12.2024

To,

**Shri BS Rahul**  
Chairman-Cum-Managing Director,  
United India Insurance Co. Ltd.,  
24 White Road,  
Chennai, (Tamil Nadu) - 600014  
Email: [satyajitripathy@uiic.co.in](mailto:satyajitripathy@uiic.co.in) (Ph No. 044-28575200)

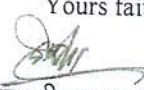
**Sub: Non-following the reservation policy for STs by the WAPCOS – a rep. dated 20.02.2024 of Shri D. Ravindra Naik, (Ex-Member of Parliament), Anand Nagar, Khairathabad, Hyderabad.**

Sir,

I am directed to enclose herewith a copy of the minutes of the sitting held under the Chairmanship of Shri Jathothu Hussain, Hon'ble Member, National Commission for Scheduled Tribes (NCST) on 25.11.2024 at NCST, New Delhi on the above mentioned subject.

It is requested that the action taken/ to be taken in the matter may be submitted to NCST within stipulated time from receipt of the letter, for placing it before Hon'ble Commission.

Yours faithfully,

  
(एच.आर. मीना/H.R.Meena)  
अनुसंधान अधिकारी/Research Officer  
Telephone No. : 011-24641640

Copy for information:-

Sh. B.L. Meena,  
Manager, United India Insurance Company Ltd.  
Ashram Road, Income Tax Circle  
Ahmedabad (Gujarat)  
(Mobile No:9602477061)

Copy to :-

1. PS to Hon'ble Member (Shri Jathothu Hussain), NCST
2. 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 LokNayakBhawan, New Delhi, in the case of Shri B.L.Meena (Sr. Divisional Manager, United Insurance Company Ltd (UIIC)), Ahmedabad regarding non promotion and issuing of charge-sheet.

(NCST/SER-928/MFIN/58/2023-SSW)

Date of the sitting: 25.11.2024, 05:00 PM

Participants in the Sitting - As per Annexure

Shri B.L.Meena (Sr. Divisional Manager, UIICL), Ahmedabad vide his rep. dated 17.04.2023 has alleged that he faced caste-based discrimination, including a transfer from DO Pali to RO Ahmedabad following a false complaint by a colleague, Mrs. Deepthi Sharma. This complaint, allegedly fabricated, was used to justify his transfer and a subsequent charge sheet.

2. The petition was forwarded to CMD, UIICL vide NCST Notice of even no. dated 15.06.2023 for facts/information within 30 days. UIICL, in its reply dated 10.07.2023, stated that an ICC inquiry substantiated misconduct allegations under the POSH Act against Shri B.L. Meena, leading to his transfer and a charge memorandum.

3. The above reply of UIICL was forwarded to petitioner for information on 26.7.2023. Shri B.L. Meena vide rejoinder dated 07.08.2023 has refuted the facts and comments and alleged that the UIICL has not given point was reply as the raised by him in representation dated 17.04.2023. He stated that the ICC report is based on the fake case and the officers have not heard/considered his request.

4. NCST vide letter of even no. dated 22.09.2023 has forwarded the rejoinder dated 7.08.2023 to CMD, UIICL for comments. UIICL vide letter no. HO:HR: dated 07.09.2023 has furnished the facts of the case and informed that Shri B.L. Meena's allegations against the ICC report and statements of witnesses as fake are not tenable. As per recommendations of ICC charge-sheet was issued. Regarding transfer benefits, the officer was transferred from Jodhpur to Pali based on willingness request. Hence, the benefits of allowances not released. There has also been audit query on the same.

5. The case was not resolved. Hence, Commission decided to discuss the issue with the authority and the petitioner on 25.11.2024. Accordingly, the sitting notice was issued to CMD, UIICL and petitioner on 19.11.2024.

6. The CMD, UIICL along with other officials and petitioner were present in the sitting. The petitioner, stated that the officials were biased against him due to his belonging to a Scheduled Tribe. He further claimed that the ICC was not impartial and that the departmental proceedings were being unduly delayed. UIICL officials responded by explaining that the ICC had been constituted in accordance with the rules well before the incident. The ICC included a member from the SC/ST category as well as an external member, ensuring there was no question of bias.

7. The officials of UIICL reiterated their previous statements and clarified that departmental proceedings had been initiated against the petitioner in accordance with the recommendations of ICC under the POSH Act. UIICL emphasized that it was adhering to the applicable policies and service rules, which apply to all employees without regard to caste. Furthermore, Shri Meena had verbally threatened the previous two Inquiry Officers, leading to their withdrawal. The current Inquiry Officer, who also belongs to the Scheduled Tribe category, is the third officer assigned to the case. UIICL expressed hope that Shri Meena would cooperate with the inquiry to ensure its expeditious completion.

8. After discussion with the CMD of UIICL and petitioner, the following recommendations were made and to submit the action taken report within 30 days from receipt of the minutes:-

- A copy of the order of composition of ICC, which heard the petitioner's case may be provided
- The copy of note sheet by which the Inquiry Officer and PO was changed by UIICL in the case of petitioner may be provided
- The Inquiry Proceedings may be conducted on a regular basis and video graphed. A recording may be provided to the petitioner upon request.
- The TA and Special Leave may be reimbursed/granted in favour of the petitioner for attending the sitting at NCST.

जाटोथु हुसैन / Jatothu Hussain  
सदस्य / Member

भारत सरकार / Government of India  
राष्ट्रीय अनुसूचित जनजाति आयोग

National Commission for Scheduled Tribes



- The petitioner is also advised to cooperate with the Inquiry Officers and other related officers to discharge their duties for completion of the proceedings.

(Jatothu Hussain)  
Member  
Govt. of India,  
National Commission for Scheduled for Tribes  
New Delhi

जाटोतु हुसेन / Jatothu Hussain  
सदस्य / Member  
भारत सरकार / Government of India  
राष्ट्रीय अनुसूचित जनजाति आयोग  
National Commission for Scheduled Tribes  
नई दिल्ली / New Delhi

F.No NCST/SER-928/MFIN/58/2023-SSW

List of participants of the sitting held on 25.11.2024 at 5:00 PM under the Chairmanship of Shri Jatothu Hussain, Hon'ble Member, NCST in the case of Shri B.L.Meena (Sr. Divisional Manager), Ahmedabad (Gujarat) regarding harassment of ST employee by the Management of United India Insurance Co. Ltd.

<b>I</b>			
<b><u>National Commission for Scheduled Tribes</u></b>			
1.	Shri Surat Singh Director	P. K. Reddy	
2.	Shri R. S. Misra Consultant		
3.	Shri Akash Tripathy Sr. Investigator		X
4.	Shri Mukesh Kumar Investigator		
5.	Shri Neelmani Thakur Consultant - Legal		
<b>II</b>			
<b><u>UIICL</u></b>			
Sr. No.	Name and Designation	Address & Phone No.	Signature
1	Bhupesh S. Rahul CMD	United India Ins. Co. HO., 24, Whites Rd. Chennai - 600014. # 9873330767	Rahul
<b>III</b>			
<b><u>Petitioner</u></b>			
	B.L. Meena	9602477061	B.L. Meena