Diary No. DNO/26/CCPD/6572 **Dated:** 08/10/2026

Case No: DNO/26/CCPD/6572

In the Matter of

Complainant

Shri Sathees Kumar K.

Versus

Respondent(s)

The Managing Director and CEO, Indian Bank

1. Background of the Case

1.1 The Complainant, Shri Sathees Kumar K, a person with 45% locomotor disability and an Indian Air Force veteran, submitted a grievance dated 27.07.2026 stating that he has been serving in Indian Bank since 24.06.2013 with a clean service record. He also submitted that his father is suffering from Stage IV lung cancer. The Complainant is currently posted at MAPC, Mysore, Karnataka, whereas his native place is Palakkad, Kerala. He stated that during the last one year, he submitted several representations, including to the MD & CEO of Indian Bank, seeking transfer to Palakkad on disability, medical and compassionate grounds. However, no relief has been provided. The Complainant apprehends harassment or retaliatory action by the management. He requested protection against fabricated customer/staff complaints, adverse remarks or unverified documents being uploaded on the HR Connect Portal, and arbitrary disciplinary proceedings. He requested that any such action should be based on verified facts and that he should be given an opportunity to respond. The Complainant has requested that Indian Bank be directed to transfer him from MAPC, Mysore, to a suitable post at or near his hometown, Palakkad, Kerala. He has also sought protection from victimisation, retaliation and hostile communication, along with a safe, barrier-free and non-hostile workplace where he can perform his duties with dignity.

2. Hearing

2.1. A preliminary hearing was conducted on 17.09.2026 wherein the following parties/representatives

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were present:

Sl. No.	Name of the Parties / Representatives	On Behalf of
1.	Shri Sathees Kumar K.	Complainant
2.	Shri R.K. Singh, GM (Head Office), Indian Bank	Respondent
3.	Shri B. Kumar Doure, DGM, HRM, Indian Bank	Respondent
4.	Shri Swapan Kumar Barai, AGM, HRM, Indian Bank	Respondent

3. Record of Proceedings

3.1 The Complainant reiterated his grievance and further expressed apprehension of harassment or retaliatory action by the management, including fabricated customer complaints, adverse remarks, uploading of unverified documents on the HR Connect portal and arbitrary disciplinary proceedings. He sought protection against victimisation and a safe, barrier-free and non-hostile workplace.

3.2 The Respondent submitted that the Complainant joined as a Clerk and was subsequently promoted on multiple occasions, with his present posting at MAPC, Mysuru, following his promotion to Scale III. The Respondent stated that the Complainant had requested transfer to Palakkad, but presently all seven Scale III branches in Palakkad have Branch Heads. It was submitted that, upon creation of a suitable vacancy, the Complainant would be considered for posting in or near Palakkad.

3.3 The Complainant submitted that the present posting involves considerable distance and travel time from his native place and that, owing to his disability, such travel causes significant difficulty. He further submitted that he had been seeking consideration by the management for more than one year before approaching this Office.

3.4 The Respondent submitted that the next placement/transfer exercise is ordinarily undertaken around

March–April and assured that the Complainant would be considered for a suitable vacancy near Palakkad at that stage. The Respondent further reassured that, if a vacancy arises in the relevant branches, the Complainant would be considered for placement there.

4. Observation and Recommendation

4.1 The Court noted that the Complainant has a disability of 45% and that his request for transfer to or near his native place has remained under consideration for a considerable period. The Court directed the Respondent to consider his request for transfer to a suitable location near his native place in the next transfer exercise.

4.2 The Respondent undertook to consider the Complainant's transfer in the month of April and to issue the transfer order accordingly. The Respondent further undertook to submit compliance to this Office by 31.05.2027.

4.3 The Court recommended the Respondent to submit an Action Taken Report report indicating the action taken pursuant to the above recommendation, including the transfer/placement of the Complainant to a suitable location near his native place and his joining report, on or before 31.05.2027. In case the Complainant's grievance remains unaddressed within/by the stipulated timeline, he may be at liberty to approach this Court again. Consequently, the Court has determined no further intervention necessary.

5. Accordingly, the case is disposed of.

Yours faithfully,

(S. Govindaraj)
Commissioner