



SPANDANA

Date: 24/06/2025

INQUIRY REPORT

Background:

This is with reference to the case registered on 10/05/2025, under Non-Financial misconduct, with allegations of Physical assault and abusive behaviour against Mr./Ms./Mrs. **Lala Ram Yadav**, bearing the Emp. ID - SF0091512. The employee has not taken due care while discharging his/her duties, and the charges mentioned in: The SCN was issued on 12/05/2025. (Copy of the SCN letter is attached as **Annexure - I**)

A Notice of Inquiry was issued to the alleged employee, vide letter dated 25/05/2025, informing that Mr./Ms./Mrs. Lala Ram Yadav, to present him/her self for the Internal Inquiry proceedings which was addressed by the Disciplinary Inquiry committee/Officer, scheduled on 26/05/2025. (Copy of the Notice of Inquiry letter is attached as **Annexure -II**)

On the 26/05/2025 (Inquiry date), the following parties were present for Inquiry proceedings:

1. Alleged Employee - Mr./Ms./Mrs. Lala Ram Yadav (SF0091512 , Associate Vice President)
2. Mr./Ms./Mrs. Suresh Kumar Yadav (SF0080719 , Senior Vice President)
3. Mr./Ms./Mrs. Arvind Kumar Maurya (SF0076555 , Associate Vice President)
4. Mr./Ms./Mrs. Mohit Kishore Prasad (SF0071589 , Deputy Vice President)

Submissions from the Committee:

The Inquiry Committee/Officers presented the version of the management along with the documents/evidence submitted, as stated below:

The Inquiry Committee/Officer submitted that, through the mail dated 06/05/2025 from Mr./Ms./Mrs. Parikshit Ameta SF0086749 Deputy Manager, it was informed to the management that Mr./Ms./Mrs. Lala Ram Yadav SF0091512 Associate Vice President allegedly committed misconduct under Physical assault and abusive behaviour on 05/05/2025. The complaint mail is attached as **Annexure -III.**

The alleged employee's presented reply to the Detailed Show Cause Notice via letter dated 14/05/2025, which is attached as **Annexure - V.**

Thereafter, the Committee has validated the available records (reports) and factual information provided by the management in support of the charges made.

List of available records and information (evidence if any) presented during the inquiry proceedings:

Evidences:

1. [1746869444173_Employee Complaint .msg](#)

Fraud Investigation Files: No Fraud Investigation evidence is presented, as this case may not require such an investigation.

Thereafter, an opportunity was given to Mr./Ms./Mrs. Lala Ram Yadav to verify/examine the witness/evidence in their defense.

Submissions from Alleged Employee:

Mr./Ms./Mrs. Lala Ram Yadav presented their defense statement and evidence as follows:

Mr./Ms./Mrs. Lala Ram Yadav stated : **"Employee respond as per employee written statement close with warning Letter but from Business end not having proper evidence so close with Drop charges , also employee told that he was not assault & abusing any employee "**

Where applicable, the statement/evidence/witness of Mr./Ms./Mrs. Lala Ram Yadav during the proceedings is included as **Annexure -VI**.

The inquiry was closed after confirming with all parties that they had full opportunity to present witnesses and evidence, and to examine and cross-examine, with nothing else to be presented in the Inquiry.

Observations:

Observations of the inquiry committee/officers based on the evidence produced/submitted by the alleged employee and/or complainant.

1. **Member Id:** SF0080719 **Name:** Suresh Kumar Yadav **Department:** Operations
Decision: Drop Charges **Committee type:** CommitteeMembers
Observation: allegation does not prove it
Conclusion: Yes
2. **Member Id:** SF0076555 **Name:** Arvind Kumar Maurya **Department:** Internal Audit
Decision: Warning letter **Committee type:** CommitteeMembers
Observation: Close with warning
Conclusion: Yes
3. **Member Id:** SF0071589 **Name:** Mohit Kishore Prasad **Department:** Human Resource
Decision: Warning letter **Committee type:** CommitteeMembers
Observation: Even through complete evidence is not available, this is against core of conduct so staff should get a warning letter and sensitize not to repeat
Conclusion: No

Inquiry Findings:

Decision pending.

Inquiry Committee / Officer

Date: 24/06/2025

Annexures

- [Annexure - 1 \(Show Cause Notice \)](#)
- [Annexure - 2 \(Notice of Inquiry \)](#)
- [Annexure - 5 \(SCN Reply \)](#)