



IN THE HIGH COURT OF PUNJAB AND HARYANA AT
CHANDIGARH

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CWP-23807-2024

Date of decision : 14.10.2024

Deepali Aggarwal

.....Petitioner

VERSUS

Indian Overseas Bank and others

....Respondents

CORAM:- HON'BLE MR. JUSTICE ALOK JAIN

Present: Mr. Yashdeep Nain, Advocate for the petitioner.

Mr. Gaurav Goel, Advocate with

Mr. Ajay Singh Rana, Advocate for the respondents-Bank.

ALOK JAIN, J. (ORAL)

1. Learned counsel for Bank has not filed a detail response but has assisted the Court and at the outset has pointed out that the petitioner has already filed an appeal on 31.08.2024 (Annexure P-20) against the termination order dated 20.06.2024.

2. Learned counsel for the petitioner has submitted that the representation dated 31.08.2024 (Annexure P-20), is not comprehensive appeal rather it was only a request to revoke the termination order but since the respondents have treated the same as appeal, the petitioner be granted liberty to file appropriate additional documents and take all additional grounds including the instructions and notification issued by the Government of India

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from time to time and all other material to demonstrate the peculiar circumstances through which the petitioner is undergoing, are to be considered sympathetically.

3. It is also submitted by the counsel for the petitioner that petitioner is undergoing pregnancy, so she is not in a position to contest the present petition and the appeal, therefore, the authorities should grant reasonable time before taking any harsh action against the petitioner, who has served the Bank for the last more than 10 years.

4. Heard learned counsel for the parties at length and in the light of the above, the ends of justice will be met if the present petition is disposed of by granting liberty to the petitioner to file additional documents and raise additional grounds and further seek support from the instruction and notification issued by the Government of India with regard to the protection granted to the women, especially the expecting mothers.

The needful be done within three weeks from today and the respondents shall consider the medical situation of the petitioner before granting the opportunity of hearing and decide the appeal expeditiously.

5. However, taking into consideration the facts that the penalty imposed by the respondent i.e. termination of service against the petitioner is extreme and harsh in the light of peculiar facts and circumstances of the present case, the impugned order dated 20.06.2024 shall be kept in abeyance till 15 days after the appeal, if it is decided against the petitioner and the order is duly served upon the petitioner. Needless to say, that the authorities shall consider the appeal and all the grounds and issues raised and/or to be raised by



the petitioner shall be dealt with. However, at this stage without commenting upon the merits of the case, liberty is granted to the petitioner to avail the statutory remedy of appeal before the concerned authority.

6. With the above directions, the present petition is disposed of.

(ALOK JAIN)
JUDGE

14.10.2024
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Whether speaking/reasoned	Yes
Whether reportable	No