Sayali

IN THE HIGH COURT OF JUDICATURE AT BOMBAY
CIVIL APPELLATE JURISDICTION

SAYALI DEEPAK UPASANI

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Date: 2026.03.12 14:56:43 +0530

WRIT PETITION NO. 2297 OF 2026

Glaxosmithkline Phamaceuticals Ltd … Petitioner
V/s.
Suhas Shankar Pagare and Others … Respondents

Mr. Kiran Bapat, Senior Advocate with P.N. Salgaonkar, Pratik Salgaonkar i/b Salgaonkar and Co.,for Petitioner.

Mr. G. R. Naik, Uresh U. Sawant, Rutika Naik M/s. G. R. Naik and Co., for Respondent no. 1 Suhas Pagare.

CORAM : AMIT BORKAR, J.

DATED : MARCH 12, 2026

P.C.:

1. Prima facie, it appears that the view taken by the Industrial Court that *Vishaka's* judgment delivered by the Supreme Court reported in *Vishaka & Ors. v. State of Rajasthan & Ors.,* AIR 1997 SC 3011 would continue to operate despite the existence of Rules occupying the field of misconduct based on sexual harassment, is not in accordance with law.

2. The learned Advocate for the Employee seeks time to prepare himself.

3. List the petition on 26th March, 2026. Until further orders, the impugned proceedings before the Industrial Court in Reference (IT) No. 03 of 2013 shall remain stayed.

(AMIT BORKAR, J.)