



WEB COPY

WP No. 34208 of 2024



IN THE HIGH COURT OF JUDICATURE AT MADRAS

DATED: 11-02-2026

CORAM

THE HONOURABLE MR JUSTICE M.DHANDAPANI

WP No. 34208 of 2024

and WMP NO. 37041, 37037 and 37039 of 2024

G.Anuradha

Petitioner(s)

Vs

1. B.S.Abdur Rahman Crescent
Institute Of Science And Technology
Rep By its Registrar,
Seethakathi Estate, Gst Road,
Vandalur, Chennai-600 048

2.University Grant Commission(UGC)
Bahadur Shah Zafar Marg,
New Delhi-110 002

Respondent(s)

PRAYER; This writ petition has been filed under Article 226 of Constitution of India, seeking to issue a writ of Certiorarified Mandamus to call for the records of the 1st respondent in his proceedings in PROC.No.118.B1.2024 dated 7.2.2024 and to quash the same as being illegal and unsustainable in law and for a consequential direction to the 1st respondent to reinstate the petitioner as Assistant Professor in the 1st respondent university and to treat the period from 6.11.2023 as period on duty.

For Petitioner(s): Ms.N.Kavitha Rameshwar

For Respondent(s): M/s. S. Abubacker Sidhic, K. R1
M/s. S.Thiruvengadam For R2



WEB GORN

Aggrieved by the order passed by the first respondent, terminating her services, the present writ petition has been filed by the petitioner.

2. The case of the petitioner is that she was appointed as Assistant Professor in the Department of Electronics and communication Engineering on 13.12.2010 in the first respondent University. While so, in the year 2022, the petitioner was diagnosed with Bipolar Disorder and she was taking treatment for the same. The petitioner has narrated the various treatment and period during which she was taking treatment for her decease. During her period of treatment, the petitioner was constrained to take medical leave from time to time. According to the petitioner, whenever she was taking leave, she had always put the first respondent on notice and there was not even a single incident when she went on unauthorised leave. While so, the first respondent has passed the impugned order dated 07.02.2024 terminating her services with effect from 05.11.2023. According to the petitioner, the first respondent has not followed the principles of natural justice and no opportunity was given to her to explain her stand. The petitioner has also taken a strong contention that the first respondent did not even issue her a show cause notice before imposing the capital punishment of terminating from service.

3. Heard both sides and perused the materials available on record.



4. On a perusal of the counter affidavit filed by the first respondent, it is seen that the first respondent attempted to serve show cause notice on the petitioner on four different occasions. However, notice could not be served on her. Since the petitioner did not cooperate with the first respondent dissolving the issue, the first respondent seems to have passed the termination order.

5. Since the termination order was not passed in accordance with law, this Court is constrained to set aside the same. However, the first respondent is at liberty to issue a fresh show cause notice calling upon the petitioner to explain an unauthorised absence from duty. Thereafter, the first respondent shall take further action as per law after affording opportunity to the petitioner to explain her stand. The entire exercise shall be completed within a period of twelve weeks from the date of receipt of a copy of this order.

6. With the above observation, the writ petition is allowed. No costs. Consequently, connected miscellaneous petition is closed.

11-02-2026

rl
Index: Yes/No
Speaking/Non-speaking order
Internet: Yes
Neutral Citation: Yes/No



WEB COPY

WP No. 34208 of 2024



M.DHANDAPANI J.

rli

1.B.S.Abdur Rahman Crescent Institute
Of Science And Technology
Rep By Its Registrar, Seethakathi
Estate, Gst Road, Vandalur,
Chennai-600 048

2.University Grant Commission(UGC)
Bahadur Shah Zafar Marg,
New Delhi-110 002

WP No. 34208 of 2024

11-02-2026



WEB COPY

WP No. 34208 of 2024

