

MAHARASHTRA ADMINISTRATIVE TRIBUNAL

NAGPUR BENCH NAGPUR

ORIGINAL APPLICATION No. 121 of 2018 (S.B.)

Shri Suresh Gopinathji Thakre,
Age about 55 years, Occ: Govt. Service,
R/o Child Development Project Officer (Urban),
Office of the City No.-II (New), Nagpur-15.

Applicant.

Versus

- 1) The State of Maharashtra,
through the Secretary,
Department of Woman & Child Development,
New Administrative Building, 3rd Floor, Madam Cama Road,
Mantralaya, Mumbai-32.
- 2) The Commissioner,
Integrated Child Development Service Scheme,
Raigad Bhawan, 1st Floor, Rear Wing, C.D.B. Belapur,
Mumbai- 400 614.
- 3) District Officer,
(Through Local Complaint Redressal Committee),
District Women & Child Welfare Office,
New Administrative Building No.2, Wing-2, Sixth Floor,
Civil Lines, Nagpur.
- 4) Nanda Dattatraya Chitri,
Aged about Major, Occupation: Anganwadi Sevika,
R/o. Anganwadi Centre No.28, Telipura, Nawab Pura,
Near Chandrashekhar Lanjewar's House,
Ganpati Mandir, Nagpur.

Respondents.

Shri R.M. Fating, Advocate for the applicant.
Shri A.M. Khadtkar, learned P.O. for respondents.

WITH

ORIGINAL APPLICATION No. 122 of 2018 (S.B.)

Shri Suresh Gopinathji Thakre,
Age about 55 years, Occ: Govt. Service,
R/o Child Development Project Officer (Urban),
Office of the City No.-II (New), Nagpur-15.

Applicant.

Versus

- 1) The State of Maharashtra,
through the Secretary,
Department of Woman & Child Development,
New Administrative Building, 3rd Floor, Madam Kama Road,
Mantralaya, Mumbai-32.
- 2) The Commissioner,
Integrated Child Development Service Scheme,
Raigad Bhawan, 1st Floor, Rear Wing, C.D.B. Belapur,
Mumbai- 400 614.
- 3) District Officer,
(Through Local Complaint Redressal Committee),
District Women & Child Welfare Office,
New Administrative Building No.2, Wing-2, Sixth Floor,
Civil Lines, Nagpur.
- 4) Mamta Chandrashekhar Shukla,
Aged about Major, Occupation: Anganwadi Sevika,
R/o. Anganwadi Centre No.43,
C/o Madhukar Public Library, Datta Mandir,
Gujari Square, Juni Mangalwari, Nagpur.

Respondents.

**Shri R.M. Fating, Advocate for the applicant.
Shri M.I. Khan, learned P.O. for respondents.**

WITH

ORIGINAL APPLICATION No. 123 of 2018 (S.B.)

Shri Suresh Gopinathji Thakre,
Age about 55 years, Occ: Govt. Service,
R/o Child Development Project Officer (Urban),
Office of the City No.-II (New), Nagpur-15.

Applicant.

Versus

- 1) The State of Maharashtra,
through the Secretary,
Department of Woman & Child Development,
New Administrative Building, 3rd Floor, Madam Kama Road,
Mantralaya, Mumbai-32.
- 2) The Commissioner,
Integrated Child Development Service Scheme,
Raigad Bhawan, 1st Floor, Rear Wing, C.D.B. Belapur,
Mumbai- 400 614.
- 3) District Officer,
(Through Local Complaint Redressal Committee),
District Women & Child Welfare Office,
New Administrative Building No.2, Wing-2, Sixth Floor,
Civil Lines, Nagpur.
- 4) Vijaya Anil Coudhary,
Aged about Major, Occupation: Anganwadi Sevika,
R/o. Anganwadi Centre No.26,
N.M. Corporation Library, Behind C.P. & Berar College,
Killa Mahal, Nagpur.

Respondents.

**Shri R.M. Fating, Advocate for the applicant.
Shri S.A. Sainis, learned P.O. for respondents.**

WITH

ORIGINAL APPLICATION No. 124 of 2018 (S.B.)

Shri Suresh Gopinathji Thakre,
Age about 55 years, Occ: Govt. Service,
R/o Child Development Project Officer (Urban),
Office of the City No.-II (New), Nagpur-15.

Applicant.

Versus

- 1) The State of Maharashtra,
through the Secretary,
Department of Woman & Child Development,
New Administrative Building, 3rd Floor, Madam Kama Road,
Mantralaya, Mumbai-32.
- 2) The Commissioner,
Integrated Child Development Service Scheme,
Raigad Bhawan, 1st Floor, Rear Wing, C.D.B. Belapur,
Mumbai- 400 614.
- 3) District Officer,
(Through Local Complaint Redressal Committee),
District Women & Child Welfare Office,
New Administrative Building No.2, Wing-2, Sixth Floor,
Civil Lines, Nagpur.
- 4) Maya Anandrao Nimbalkar,
Aged about Major, Occupation: Anganwadi Sevika,
R/o. Anganwadi Centre No.130,
Manewada Ghat, Manewada, Nagpur.

Respondents.

Shri R.M. Fating, Advocate for the applicant.
Shri V.A. Kulkarni, learned P.O. for respondents.

WITH

ORIGINAL APPLICATION No. 384 of 2022 (D.B.)

Suresh S/o. Gopinathji Thakre,
Aged about 59 years, Occu.: Retired
R/o Flat No.2-H, Second Floor, Building No.15,
Nirmal Nagari, Umred Road, Nagpur-440 009.

Applicant.

Versus

- 1) The State of Maharashtra, through its Principal Secretary,
Women and Child Development,
3rd floor, New Administrative Building,
Near Mantralaya, Mumbai-400 032.
- 2) The Commissioner,
Women and Child Development Queens Garden,
Near Old Circuit House, Pune-01.
- 3) The Divisional Deputy Commissioner,
Women and Child Development, Nagpur Division, Nagpur.

Respondents.

**Shri R.M. Fating, Advocate for the applicant.
Shri H.K. Pande, learned P.O. for respondents.**

**Coram :- Hon'ble Shri Justice M.G. Giratkar,
Vice Chairman.**

Date of Reserving for Judgment : 25th October,2023.

Date of Pronouncement of Judgment : 7th November,2023.

COMMON JUDGMENT

(Delivered on this 7th day of November,2023)

Heard Shri R.M. Fating, learned counsel for the applicant
and Shri A.M. Khadatkar, learned P.O. and other learned P.Os. for the
respondents in O.A.Nos.121,122,123 and 124 of 2018 (Single Bench
matters).

2. Heard Shri R.M. Fating, learned counsel for the applicant and Shri H.K. Pande, learned P.O. for the respondents in O.A.No.384/2022 (Division Bench matter). The regular Division Bench is not available. The Hon'ble Chairperson, M.A.T., Principal Bench, Mumbai issued Circular No.MAT/MUM/JUD/469/2023,dated 24/04/2023. As per the direction of Hon'ble Chairperson, if both the parties have consented for final disposal, then regular matter pending before the Division Bench can be disposed off finally.

3. The O.A.No. 384/2022 (Division Bench matter) is heard and decided finally with the consent of learned counsel for both the parties.

4. All these O.As. are in respect of sexual harassment of four Women / Anganwadi Sevikas.

5. The cases of the applicant in short is as under –

The applicant is /was working as a Government servant on the post of Child Development Project Officer at City II, CDPO, Hanuman Nagar, Nagpur since 2016. 165 Anganwadi Centres are under the control of the applicant. Various Anganwadi Centres are having one Anganwadi Sevika and one Anganwadi Helper in the Centre to execute the smooth operations of the facilities provided by the State Government. There is one Association of Anganwadi

Centres under the name of “Anganwadi Karmachari Sabha, (Maharashtra)”. The Association is controlled by the Union Leader Mr. Chandrashekhar Shukla. Anganwadi Karmachari Sabha made complaint in the month of July,2017 to the respondent no.3, i.e., the District Officer, (Through Local Complaint Redressal Committee), District Women & Child Welfare Office, Nagpur. Cognizance was taken about the complaint made by four Anganwadi Sevikas against the applicant. It is submitted that false complaint was made against the applicant. Inquiry was not entrusted to the Internal Redressal Committee. The Local Complaint Committee has made inquiry and imposed the punishment separately in four Anganwadi Sevikas’ complaint.

6. In all the O.As., the applicant has prayed to quash and set aside the order of recommendation passed by the Committee under the respondent no.3.

7. Reply is filed by R-1 to 3. The respondent nos.1 to 3 have submitted that the behavior and the language of the applicant with Anganwadi Sevikas and Helpers was not decent as per the letter dated 11/07/2017 sent by the Association. According to the said complaint, Divisional Deputy Commissioner, Woman and Child Development Department, Nagpur by letter dated 24/07/2017 had given direction to the Members / Secretary, District Local Complaint

Redressal Committee cum District Woman and Child Development Officer, Nagpur to make an inquiry in respect of the allegation against the applicant and submit the report.

8. As per the report dated 22/12/2017, the applicant was found guilty in respect of the complaints which were made against the applicant. Taking into consideration the nature of offence in respect of sexual harassment is serious, hence the Committee recommended the punishment of transfer of applicant out of region and stoppage of increments permanently and payment of cost of Rs.50,000/- to the Anganwadi Sevikas (aggrieved Women). The Local Complaint Committee made inquiry. During the inquiry, it has been established that the applicant had misbehaved with the victims physically and verbally that amounts to violation of provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (in short "Act of 2013"). Therefore, the recommendation made by the Local Complaint Committee, are just and proper. The applicant has not established any other ground of biasness or other against the local body. The recommendations made by the Local Complaint Committee are forwarded by adopting the principles of natural justice. It is submitted that the sexual harassment by the applicant is proved against all four Anganwadi Sevikas and

therefore the recommendation of the Local Complaint Committee is legal and proper. Hence, the O.As. are liable to be dismissed.

9. In O.A.No.384/2022 (Division Bench), the applicant has challenged the charge sheet issued by the respondents in respect of the misconduct. This O.A. is connected with other above O.As. In this O.A., the applicant has prayed that report of the Local Complaint Committee is not legal and proper. Hence, on the basis of report of Local Complaint Committee, the impugned charge sheet dated 28/09/2020 is liable to be quashed and set aside.

10. This O.A. is to challenge the charge sheet as per the recommendation of Local Complaint Committee dated 22/12/2017.

11. In the reply, it is submitted that the applicant has committed misconduct and therefore he is liable to be punished as per the provisions of the Maharashtra Civil Services (Discipline & Appeal) Rules, 1979.

12. Heard Shri R.M. Fating, learned counsel for the applicant. As per his submission, the Internal Committee constituted as per the Section 4 was not entrusted to enquire the allegation of sexual harassment.

13. The learned counsel for the applicant has pointed out the G.R. dated 19/06/2014. He has pointed out the constitution of internal

grievance committee by order dated 22/03/2011. He has submitted that without referring the complaint to the internal complaint committee, the complaint was referred to the Local Complaint Committee. Therefore, the inquiry by Local Complaint Committee is illegal. Hence, the impugned orders are liable to be quashed and set aside.

14. The learned counsel for applicants has submitted that as per Section 10 of the Act,2013, conciliation was not done by the Committee. The learned counsel for applicants has pointed the Section 11 of the Act,2013 and submitted that the inquiry is not conducted as per this section. Hence, the report of Local Complaint Committee is liable to be quashed and set aside.

15. The learned counsel for applicant has submitted that husband of one of the Anganwadi Sevikas Mamta Chandrashekar Shukla was working President of the Association namely Anganwadi Karmachari Sabha (Maharashtra). He has made false complaint against the applicant. The applicant has reported about the pressurised tactics of Chandrashekar Shukla. The learned counsel for applicants has submitted that from the complaint dated 11/07/2017 made by Chandrashekar Shukla and others, it appears that it is in respect of administration and not in respect of sexual harassment. It is submitted that the defence witnesses are not considered by the Local

Complaint Committee. Hence, the report of Local Complaint Committee is liable to be quashed and set aside.

16. Heard learned P.O. Shri A.M. Khadatkhar. As per his submission, the applicant was working as a Child Development Project Officer. Four complainants, i.e., Anganwadi Sevikas made complaints about the sexual harassment by the applicant. All these facts are noted by the Local Complaint Committee. The sexual harassment as defined under the section 2 (n) of the Act, 2013 are proved against the applicant and therefore the Committee has recommended for transfer of the applicant and to pay compensation of Rs. 50,000 to the aggrieved women and also stoppage of increment.

17. The learned counsel for applicant has submitted that the charge sheet is based on the report of the Local Complaint Committee. The report of the Local Complaint Committee is perverse and therefore charge sheet be quashed and set aside.

18. The learned P.O. has submitted that as per the report of the Local Complaint Committee, sexual harassment by the applicant is proved and therefore it is a misconduct. The employer / respondents are at liberty to initiate the departmental inquiry as per the provisions of the Maharashtra Civil Services (Discipline & Appeal) Rules, 1979.

19. From the perusal of the statement made by the 1st complainant Nanda Dattatraya Chitriv, it is clear that the applicant tried to advance physically contact. The material portion in the complaint of Chitriv is reproduced as under –

अर्जदार श्रीमती चित्रीव यांच्या तक्रारी नुसार श्री ठाकरे यांचे बोलणे पाहण्याची नजर व बोलण्याची बोलभाषा वाईट आहे. जसे "इथे खाल्ले काय किंवा तिथे खाल्ले काय एक सारखेच आहे कम्पाउंड वॉल बांधले आहे काय?", याशिवाय त्यांनी म्हटले मी फोन करील तेव्हा या असे बोलत असतांना माझ्या जवळ आले व मला स्पर्श करून बोलू लागले व सोबत कुणाला आणू नका माझ्याकडे आणि तक्रारकर्त्याकडे वरून खालपर्यंत नजरेने पाहत होते. आणि म्हटले "ये बाई येथील की नाही" डोले मिचकवून बोलणे, शरीराला स्पर्श करून बोलणे, तू तक्रार केली तर मी बोलाविले तेव्हा तुला यावेच लागेल असे म्हणणे लैंगिक अत्याचार असल्याचे समितीच्या निदर्शनास आले.

साक्षीदारांच्या तपासणी आणि उलट तपासणीत तफावत आहे. बैठक व्यवस्थेबद्दल गैरअर्जदार आणि त्यांचे साक्षीदार यांच्या विधानात तफावत आहे. कारण गैरअर्जदार यांनी बयाणात म्हटले आहे की, मी ताबडतोब सुपरवायझरला बोलावले त्यांनी त्यांच्या बयाणात म्हटले आहे की, मला ३ मिनिटांनी बोलाविले.

वरील आरोप फारच गंभीर, अपमानकारक लज्जास्पद, लैंगिक छळ सूचक आहेत असे समितीच्या सर्व सदस्यांना एकमताने वाटते आणि म्हणून श्री सुरेश ठाकरे हे या प्रकरणास दोषी आहे असे समितीच्या निदर्शनात येते.

20. The defence witness examined by the applicant was not reliable, because, she was not present when 1st complainant had been in the Chamber of the applicant.

21. In case of another complainant Nimbalkar following findings are reproduced below –

श्रीमती निंबाळकर यांना म्हटले की 'मागचे काम राहिलं आताही काही हरकत नाही'. माझे नागपूरला एक फ्लॅट व एक घर आहे ते मी किरायाने देत

नाही. दोन्ही घरे रिकामी आहेत, माझी फॅमिली भंडारा इथे राहते. त्यामुळे कुणाची काहीच भीती नाही व कुणाला काही कळणारही नाही. माझी मंत्रालयात व वरिष्ठ कार्यालयात खूप चांगली ओळख आहे. मी तुला मुख्यसेविका बनवून दाखविण पण तुला 'माझे ऐकावंच लागेल' हे म्हणणे श्री ठाकरे यांचे बोलणे लैंगिकछळवणूक दर्शविणारे आहे.

श्रीमती निंबाळकर यांचा सोबत २००७ मध्ये झालेल्या सेविका, मदतनीस पदाच्या मुलाखतीमध्ये निवड झालेल्या सर्व उमदेवारांना दि. २६/१०/२००७ नुसार नियुक्ती आदेश देण्यात आलेले आहे. पण अर्जदाराला नियुक्ती आदेशामध्ये दि. २६/२/२००७ ही तारीख आहे परंतु त्या तारखेच्या खाली दि. ०८/११/२००७ असे नमूद आहे व त्यावर राईट मार्क केलेले आहे. आदेश देण्यास तब्बल १३ दिवस टाळाटाळ केल्यावरून समितीला असे निदर्शनास येते की, लैंगिकसुखाची मागणी मान्य न केल्याने मानसिक त्रास देण्याच्या हेतूने नियुक्ती पत्र देण्यास टाळाटाळ केली.

तसेच गैरअर्जदार यांनी श्रीमती निंबाळकर यांना ओळखत नसल्याचे सांगितले पण अर्जदाराने सादर केलेल्या ऑडियो क्लिप वरून त्यांनी त्रयस्थ व्यक्ती कडून श्रीमती निंबाळकर समिती पुढे हजार होवू नये याबाबत दबाव आणल्याचे व पदोन्नती देण्याचे आमिष दाखविल्याचे समितीच्या निदर्शनास आणून देण्यात आले. (सोबत ऑडियो क्लिप जोडलेली आहे).

22. From the findings recorded by the Local Complaint Committee it is clear that the applicant pressurized the complainants not to appear before the Local Complaint Committee.

23. In respect of complaint of sexual harassment by Coudhary, the following findings are recorded as under –

श्रीमती चौधरीच्या तक्रारी वरून असे स्पष्ट होते की, श्री सुरेश ठाकरे यांनी तक्रारकर्त्यास म्हटले की, "तू पागल विगल आहे का ? ऐ बाई, तुला अक्कल बिककल आहे का? शिकल्या सवरल्या सारखी दिसते. तुम्ही सुंदर दिसता वाटत नाही सेविका आहात. माझा पगार ७५,०००/- आहे आणि तुमच्या ऐवढ्या मानधनात भागते का ? घरी कोण कोण आहे. मुलं मोठी आहेत का? असे व्ययक्तीक प्रश्न विचारने हातवारे असे करायचे की तक्रारकर्तीच्या छातीला स्पर्श

व्हायचा. सतत लक्ष तक्रारकर्तींच्या छातीकडे असायचे नजर चुकवून तक्रारकर्तीस डोळा मारला, मधून मधून पॅन्टच्या चेन पर्यंत हात नेत होते.

अजर्दार श्रीमती चौधरी यांनी दि. ०७/०९/२०१७ च्या आपल्या लिखित तक्रारीत म्हटले आहे की, घटना घडल्यानंतर मी जेव्हा घरी गेले तेव्हा माझी मानसिक स्थिती खराब होऊन माझी तब्येत बिघडली. घरच्यांना सर्व कसं सांगू हा प्रश्न मला पडला. घरचे नोकरी सोडायला लावतील ही भीती होती.

साक्षीदारांच्या तपासणी आणि उलट तपासणीत तावत आहे. बैठक व्यवस्थेबद्दल गैरअर्जदार आणि त्यांचे साक्षीदार यांच्या विधानात तफावत आहे. कारण गैरअर्जदार यांनी बयाणात म्हटले आहे की, मी ताबडतोब सुपरवायझरला बोलाविले. तर सुपरवायझर यांनी त्यांच्या बयाणात म्हटले आहे की, मला ३ मिनिटांनी बोलाविले.

वरील आरोप फारच गंभीर, अपमानकारक लज्जास्पद, लैंगिक छळ सूचक आहेत असे समितीच्या सर्व सदस्यांना एकमताने वाटते आणि म्हणून श्री सुरेश ठाकरे हे या प्रकरणास दोषी आहे असे समितीच्या निदर्शनात येते.

24. The findings recorded by the Local Complaint Committee show that the applicant tried to pressurize the aggrieved Women not to appear before the Local Complaint Committee. The defence of the applicant that in respect of one of the incident, he was at Bhandara, but in the cross examination he has admitted that the distance from Nagpur to Bhandara is about 1½ hours journey, he can go to Bhandara and come to Nagpur during the duty period. The defence witnesses examined by the applicant show that they were working under the applicant. Moreover cross examination shows that when the sexual harassment took place that time they were not present.

Therefore, the defence of the applicant is rightly not considered by the Local Complaint Committee.

25. In respect of legal submission by the side of applicant that the complaint was not referred to the Internal Complaint Committee as per the Section 4 of the Act,2013. The learned counsel for the applicant has pointed out the G.R. dated 19/06/2014. As per this G.R., the Internal Complaint Committee was established. As per the order dated 22/03/2011, the Child Development Project Officer is the Chairman of the Internal Complaint Committee. The applicant was working as a Child Development Project Officer and therefore the complaint was not referred to the Internal Complaint Committee. The Sections 10 and 11 of the Act,2013 clearly show that the Internal Complaint Committee or as the case may be, the Local Complaint Committee shall proceed to make inquiry into the complaint in accordance with the provisions of Service Rules applicable to the respondents / authority. These Sections 10 and 11 of the Act,2013, clearly show that the Internal Complaint Committee or the Local Complaint Committee can take the cognizance of the sexual harassment. Therefore, it is not mandatory to refer the complaint to the Internal Complaint Committee. The applicant was the Head of the Internal Complaint Committee, therefore, the complaints were not forwarded to the Internal Complaint Committee. Moreover, as per the

Sections 10 and 11 of the Act,2013, it is clear that Internal Complaint Committee or Local Complaint Committee may take cognizance and enquire into the complaints of sexual harassment. Therefore, submission of learned counsel for the applicant that the complaint was not forwarded to the Internal Complaint Committee cannot be said to be illegal.

26. The learned counsel for the applicant has pointed out the Section 10 of the Act,2013 and submitted that the conciliation was not done by the Committee. The Section 10 of the Act,2013 is reproduced below –

10. Conciliation.-

(1) The Internal Committee or, as the case may be, the Local Committee, may, before initiating an inquiry under section 11 and at the request of the aggrieved woman take steps to settle the matter between her and the respondent through conciliation:

Provided that no monetary settlement shall be made as a basis of conciliation.

(2) Where a settlement has been arrived at under sub-section (1), the Internal Committee or the Local Committee, as the case may be, shall record the settlement so arrived and forward the same to the employer or the District Officer to take action as specified in the recommendation.

(3) The Internal Committee or the Local Committee, as the case may be, shall provide the copies of the settlement as recorded under sub-section (2) to the aggrieved woman and the respondent.

(4) Where a settlement is arrived at under sub-section (1), no further inquiry shall be conducted by the Internal Committee or the Local Committee, as the case may be.

This clause makes provision for conciliation. It provides that before initiating enquiry under clause 11 and at the request of the aggrieved woman, the Internal Committee and the Local Committee

may take steps to settle the matter between her and the respondent through conciliation and where a settlement has been arrived, the Internal Committee or the Local Committee shall record the settlement so arrived and forward the same to the employer or the District Officer to take action as specified in the recommendation.

It further provides that the Internal Committee or the Local Committee shall provide the copies of the recorded settlement to the aggrieved woman and the respondent and no further enquiry shall be conducted by the Internal Committee or the Local Committee. (Notes on Clauses).

27. As per the Section 10 of the Act,2013, at the request of aggrieved Women, the Committee shall take steps to settle the matter between them and the respondents through conciliation. In the present matters, none of the complainants / aggrieved Women requested for conciliation, therefore, the conciliation as provided under Section 10 of the Act,2013 is not applicable.

28. From the perusal of the statement of witnesses recorded by the Local Complaint Committee, it is clear that the applicant has committed sexual harassment as defined under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. Moreover, that the findings and evidence clearly show that the applicant pressurized some of the aggrieved Women not to appear before the Local Complaint Committee. This itself shows that the applicant had committed sexual harassment and therefore he was preventing the aggrieved Women for not appearing before the Local Complaint Committee. The procedure adopted by the Local Complaint Committee is as per the principles of natural justice

and as per the Service Rules. The Local Complaint Committee had recorded the statement of the aggrieved Women. Opportunity was given to the applicant to cross examine them. The applicant thereafter examined the defence witnesses and after hearing, the Local Complaint Committee submitted the report. There is nothing illegal in the report of Local Complaint Committee.

29. The applicant had committed misconduct. Therefore, the employer is at liberty to conduct inquiry in respect of misconduct committed by the applicant. The applicant is now retired. Even after retirement, if it is found that the applicant has committed misconduct and if the misconduct is proved, then the respondents / authority are at liberty to pass necessary order. Hence, the charge sheet issued by the respondents / authority for the misconduct cannot be said to be illegal. Hence, the O.As. are liable to be dismissed. Therefore, the following order is passed –

ORDER

(i) The O.A.Nos.121/2018,122/2018,123/2018,124/2018 and 384/2022 are dismissed.

(ii) No order as to costs.

Dated :- 07/11/2023.

(Justice M.G. Giratkar)
Vice Chairman.

dnk.

I affirm that the contents of the PDF file order are word to word same as per original Judgment.

Name of P.A. : D.N. Kadam

Court Name : Court of Hon'ble Vice Chairman.

Judgment signed on : 07/11/2023.