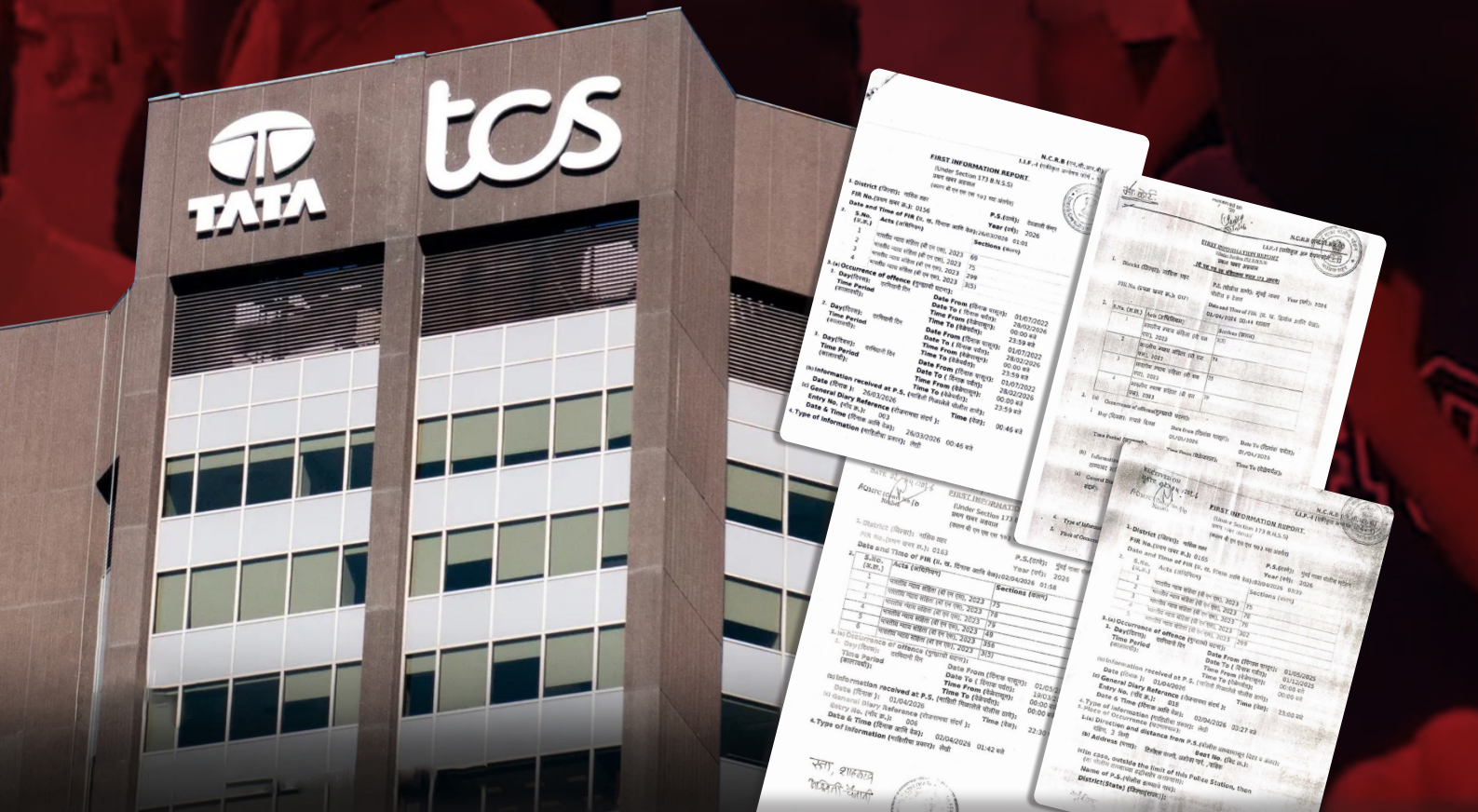


ALLEGATIONS, EVIDENCE, AND PUBLIC NARRATIVE: A FACT-FINDING STUDY OF THE NASHIK TCS CASE



Association for
Protection of
Civil Rights

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**ASSOCIATION FOR PROTECTION
OF CIVIL RIGHTS (APCR)**

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INTRODUCTION

A fact-finding team comprising APCR members visited Nashik on April 4th, 2026, to ascertain the factual position and ground reality regarding the recent incident at the Tata Consultancy Services (TCS) Nashik unit. The matter has drawn significant public attention due to allegations involving sexual harassment and purported religious coercion, resulting in the registration of multiple First Information Reports.

The team consisted of Mr. Shakir Shaikh (Mumbai), Adv. Shoaib Inamdar (Akola), Adv. Imran Khan (Mumbai), Adv. Waseem Shaikh (Nashik) and Mr. Jameel Ahmed (Nashik). The visit was undertaken to independently document the facts, assess the nature of the allegations, understand the progress of the investigation, and examine any differences between the ground reality and the public narrative.

METHODOLOGY

The fact-finding team interacted with residents, defense lawyers, and the accused's friends and relatives. The team also attended remand proceedings before the Nashik District and Sessions Court to observe the submissions made by both prosecution and defense. A visit was made to the office of the Commissioner of Police, Nashik, where a representation was submitted requesting a fair, impartial, and unbiased investigation, protection of innocent persons, and avoidance of communalisation of the issue.



Hence, this fact-finding report is based on field interactions, observations of court proceedings, examinations of the FIRs, and information already available in the public domain, including media reports from multiple sources and recent developments.

FILING OF THE FIRST FIR

The first FIR, FIR No. 156/2026, registered on 26th March 2026 at Deolali Camp Police Station under Sections 69, 75, 299, and 3(5) of the Bharatiya Nyaya Sanhita, 2023, pertains to alleged offenses of sexual harassment, sexual exploitation by deceit, and acts allegedly affecting religious sentiments. The said FIR is stated to be among the earliest complaints in the present matter and relates to incidents alleged to have occurred over an extended period between the years 2022 and 2026.

As per the FIR No. 156/2026 registered at Deolali Camp Police Station, it is alleged that the complainant and the principal accused were previously acquainted, having studied in the same college. The FIR states that they met again in or around January 2022 at Levit Market and thereafter resumed interaction, which gradually developed into regular communication and meetings.

It is further alleged in the FIR that the accused assisted the complainant in securing employment with Tata Consultancy Services (TCS), where both subsequently worked. During the course of employment, the complainant came into contact with co-accused persons, including Mr. Tausif Attar and Ms. Nida Khan. The FIR records that the complainant interacted with them on multiple occasions, both within the office premises and at other locations.

According to the FIR, it is alleged that during such interactions, discussions were initiated by the accused persons concerning differences between the Hindu and Muslim religions. The complainant has alleged that certain remarks were made by co-accused persons which she perceived as derogatory towards Hindu religious beliefs, including references to religious symbols and deities.

The FIR further states that it is alleged that the principal accused took the complainant to a resort without prior disclosure of intent, where he allegedly established physical relations with her without her free and informed consent. It is further alleged that the said incident was communicated to co-accused Mr. Tausif Attar, who thereafter allegedly subjected the complainant to threats and pressure, including alleged blackmail relating to disclosure of her relationship with the principal accused.

It is also stated in the FIR that, in or around February 2026, a woman claiming to be the principal accused's wife contacted the complainant and informed her that she was legally married to him and that they had two children. Upon confronting the principal accused regarding this information, the complainant has alleged that he denied having made any promise of marriage.

The above narration is based solely on the contents of FIR No. 156/2026 and reflects the complainant's version. The allegations are subject to investigation and have not been independently verified.

SUBSEQUENT FIRS AND ALLEGATIONS

Following the registration of the first FIR, FIR No. 156/2026 at Deolali Camp Police Station, it is reported that the investigation commenced and, thereafter, additional complaints were received, resulting in the registration of eight further FIRs at Deolali Camp Police Station and Mumbai Naka Police Station. As per the material examined, a total of 9 FIRs have been registered, including complaints from multiple female employees and 1 male employee. The complaints, as recorded in the FIRs, broadly allege workplace misconduct, including unwanted physical contact, inappropriate remarks, and intimidation or isolation.

Certain FIRs also refer to allegations framed in a religious context, including statements or conduct that the complainants perceive as affecting their religious beliefs. In one of the FIRs, it is alleged by a male complainant that he was subjected to pressure in relation to religious practices, including being asked to adopt certain customs and practices against his personal beliefs. In some complaints, it is further alleged that concerns were brought to the notice of supervisory personnel within the organization but were not acted upon.

The FIRs invoke, inter alia, provisions of the Bharatiya Nyaya Sanhita, 2023, including Sections 74, 75, 78, 79, 299, 302, and 3(5), which relate to allegations concerning sexual harassment, use of criminal force or coercion, outraging modesty, and acts alleged to affect religious sentiments. The FIR compilation shows that the allegations across the FIRs indicate a pattern of incidents over time in the workplace. At the same time, the extent, consistency, and evidentiary support for such allegations remain matters for investigation.

STATUS OF THE ACCUSED AND INVESTIGATION

The material examined indicates that a total of eight accused persons, comprising six males and two females, have been named across the FIRs. It is reported that seven of the accused persons have been arrested during the course of the investigation. As observed during the team's visit and remand proceedings before the Nashik District and Sessions Court, certain accused persons were in police custody (PC). In contrast, others had been remanded to magisterial custody (MCR) in connection with the ongoing investigation.

Insofar as Ms. Nida Khan is concerned, it is reported that she has not been apprehended to date and is untraceable, with the investigating agency treating her as absconding. It is further reported that the Special Investigation Team (SIT) has undertaken efforts to trace her. It is also reported that an application for anticipatory bail has been filed on her behalf before the Nashik Sessions Court, which is listed for hearing.

The said application, as per reports, raises grounds including personal circumstances and denial of involvement, the merits of which remain subject to consideration by the competent court. Further, as per media reports, during the course of the investigation, the husband of Ms. Nida Khan was taken into custody and detained by the police for questioning regarding her whereabouts, and was subsequently interrogated to assist the investigation.

MEDIA REPORTS AND PUBLIC NARRATIVE

The incident has received extensive coverage across print, electronic, and digital media platforms. It has been observed that several established media organizations have reported on the registration of FIRs, the nature of the allegations, and subsequent investigative developments. Such reporting has largely relied on information emerging from official records, police briefings, and statements attributed to complainants and the employer.

At the same time, it is noted that commentary in certain sections of media and on social media platforms has extended beyond the scope of the FIRs and official records. In public discourse, including statements attributed to political figures and content circulating online, the incident has at times been characterized with broader terms suggesting an organized or systematic activity related to religious conversion. Such characterizations appear to have emerged primarily in commentary and social narratives rather than from the FIRs or other material examined as part of this report.

It is observed that, alongside factual reporting, certain narratives circulating on social media and in public commentary have characterized the incident in broader terms, suggesting the existence of a larger or organized conspiracy. In this context, expressions such as “**corporate jihad**” have been used in public discourse to describe the alleged conduct. Such terminology appears to have emerged primarily from commentary and opinion rather than from the FIRs or official records examined as part of this report, and remains unverified at this stage. Certain right-wing outlets and influencers echoed this, branding it an “**organized**” plot against Hindu employees. Viral Instagram reels joking about “TCS interview preparation” (with a boy practicing Namaz and falling) went around.

It is further observed that independent fact-checking platforms and analytical reports have cautioned against drawing premature conclusions, noting that while the FIRs contain allegations of harassment and conduct perceived to be linked to religious issues, there is, at this stage, no conclusive material establishing the existence of any organized or large-scale activity of the nature suggested in certain public narratives. The matter remains under investigation, and the factual position is subject to determination based on evidence.

Mainstream and business-focused media often frame the issue as a catastrophic failure of internal POSH (Prevention of Sexual Harassment) guidelines. This narrative highlights that Human Resources (HR) leadership allegedly ignored years of complaints, only for the truth to emerge through a 40-day undercover police operation. Certain digital and social media accounts allege that mainstream media attempted to “whitewash” the gravity of the case by labeling it a “single workplace dispute” rather than a criminal racket. These critics claim there was a “media blackout” until social media pressure forced wider coverage.

In sum, media reporting is a mix of straight news and hyperbolic commentary. Reputable outlets have mainly echoed police and company statements, while some social narratives have ventured far beyond confirmed evidence.

Media narratives: Specific observations regarding Ms. Nida Khan

Certain sections of media reporting and public discourse have attributed a central role to Ms. Nida Khan in the alleged incidents, at times describing her as a “Mastermind” or a key figure in the case. However, it is noted that such characterizations do not uniformly emerge from the FIRs examined by the team and remain part of media interpretation rather than established findings of the investigation.

It is further observed that some media reports and public narratives have described Ms. Nida Khan as holding the position of HR Manager at TCS. In this regard, the company has issued a clarification stating that she was not an HR manager and did not hold any recruitment or leadership responsibilities, but was employed as a **Process Associate**.

Additionally, certain media narratives have suggested that Ms. Nida Khan and other employees failed to act upon internal complaints. However, the employer has stated, based on its preliminary review, that no complaints of the nature alleged were received through its internal ethics or POSH (Prevention of Sexual Harassment) channels.

It is also relevant to note that while Ms. Nida Khan has been reported as absconding, it is further reported that she has availed a legal remedy by filing an application for anticipatory bail before the competent court. The filing of such an application constitutes a legal right and is subject to adjudication by the court on its own merits.

In view of the above, it appears that certain elements of media reporting and public discourse may not fully align with the material presently available on record, and include interpretations or assertions that remain unverified. Accordingly, caution is required in distinguishing between allegations in official records and narratives circulating in the public domain.

ACCOUNT OF VICTIMS

Names of the victims have been restricted (protected by law), but multiple victims' statements have been reported. In an NDTV interview, a female employee (with six years at TCS) described a hostile work environment. After being transferred to Nashik, she was "made to work alone on a rooftop," separate from her colleagues, and her phone and belongings were taken away whenever she left for breaks.

She said young women (20–25) were targeted as "soft" candidates: "If you have any complaints, you go to HR. But here, even the HR was scared," she said. She then claimed a "**dark culture**" where colleagues "**brainwashed**" new hires and exploited them: "Thank God I survived, otherwise the same thing would have happened to me."

Another witness, a contract worker, told NDTV that the accused men would say things like "**go make Hindu girls your girlfriends and marry them... convert your religion**" and even paid employees to do so. She alleged this had been ongoing since 2021 and even "the HR madam was also funded."

These personal accounts reinforce the FIRs' claims of coercion and harassment. The victims' narratives, as quoted above, closely match the recorded FIR allegations of forced conversion attempts and sexual abuse. Victims also say they repeatedly complained internally to team leads and trainers but got no relief, which led them to approach the police.

STATEMENTS OF RELATIVES OF THE ACCUSED

It is observed that, in addition to the allegations contained in the FIRs, statements have been made by relatives of certain accused persons, which present a version differing from the complainants' accounts. With specific reference to **Ms. Nida Khan**, media reports describe her as a “mastermind” in the alleged incidents. However, her family has disputed such characterizations. It is reported that a relative of Ms. Nida Khan stated that she is residing at her family home, has not evaded investigation, and has further asserted that she has been incorrectly portrayed in certain media reports.

It has also been stated by the family that she did not hold any Human Resources or managerial position, and was employed in a non-supervisory role. This position appears consistent with the employer's clarification that she was not part of the HR function and did not have recruitment responsibilities.

During the field visit, the team also interacted with the mother and wife of **Mr. Danish Shaikh**. During the interaction, they denied the allegations against him and stated that the same are false and have been wrongly leveled. They further asserted that he has been implicated without justification.

During the field visit, the team also interacted with a relative of one of the accused, Mr. Raza Memon, and his spouse. During the interaction, they denied the allegations made against him and stated that he had been wrongly implicated. His spouse further stated that Mr. Raza Memon has been employed by the organization for a considerable period, reportedly exceeding 10 years, and that, to her knowledge, no prior complaints have been made against him. She also stated that he had received the **“Top Performer Award” from the organization**. Additionally, she informed the team of her professional background, stating that she is well-qualified and employed by a reputable organization.



These statements reflect the version of the family members of the accused and are noted as part of the overall fact-finding exercise. The veracity of these assertions remains subject to investigation and adjudication in accordance with the law.

LOCAL INPUTS AND PERCEPTIONS REGARDING OTHER INCIDENTS

During the field visit, the team also interacted with residents, community members, and other stakeholders in Nashik, including individuals familiar with recent developments in the region. During these interactions, several persons drew attention to certain other significant incidents that have recently taken place in Nashik and have attracted public attention. It was observed that these discussions reflected a broader local context in which multiple issues of public importance are being debated simultaneously.

It was stated by certain local persons that a recent case involving a self-styled godman, **Mr. Ashok Kharat** (popularly referred to in public discourse as “Captain Baba”), has drawn significant public attention in Nashik. As per publicly available information and media reports, the said individual has been accused in multiple cases relating to alleged exploitation and misconduct, and is presently under investigation by the authorities, including through a Special Investigation Team.

It is further reported that the matter has led to broader public and political discussion, with media reports indicating that Mr. Kharat was known to have associations and interactions with certain public figures, including influential political figures, prior to the allegations coming to light. Local persons referred to this case as being of significant public importance due to its scale and the nature of the allegations.

It was further brought to the team’s attention that the Nashik Municipal Corporation has been facing public and legal scrutiny regarding tree-cutting activities undertaken in connection with infrastructure development for the **Simhastha Kumbh Mela**.

Local persons referred to reports of large-scale tree felling and the concerns raised by environmental groups and residents. It was stated that the matter has also been subject to legal proceedings before the appropriate forum and has led to protests and public discourse in the region. Additionally, local persons referred to a housing-related matter commonly described in public discourse as an “MHADA scam,” in which allegations have been made of irregularities in compliance with provisions governing Economically Weaker Section (EWS) housing requirements. It was stated that the matter involves multiple projects and, as per media reports, an FIR has been registered against several developers, reportedly involving around 49 projects and associated persons.

During interactions with residents, certain individuals stated that, in their view, the present TCS-related incident has received heightened attention against the backdrop of other contemporaneous developments in Nashik, particularly the case involving Mr. Ashok Kharat (popularly referred to as “Captain Baba”).

Some persons expressed the view that, given the reported scale of allegations in that matter and the public discussion regarding his alleged associations with influential or political figures, the

current narrative surrounding the TCS incident may have been amplified in comparison. The team notes that these views represent opinions expressed by individuals during interactions and have not been independently verified.



POLICE STATEMENTS AND INVESTIGATION

As per statements attributed to the Nashik City Police, the investigation into the matter is being conducted by a Special SIT constituted under the supervision of senior officers. It is reported that the investigation initially commenced upon the filing of the first complaint, following which further information emerged, leading to the registration of multiple FIRs.

It is further reported that, as part of the investigative process, police personnel were deployed covertly within the workplace to verify the allegations and gather preliminary information. Such steps reportedly contributed to additional complainants coming forward and registration of further FIRs.

Police authorities have confirmed that a total of nine FIRs have been registered in connection with the matter and that several accused persons have been arrested during the course of the investigation. The investigation is stated to include the collection of electronic evidence, the examination of workplace conduct, and the recording of statements of complainants and witnesses.

About the nature of allegations, it is reported that various provisions of the Bharatiya Nyaya Sanhita, 2023, have been invoked, including those relating to sexual harassment, outraging modesty, and acts alleged to affect religious sentiments. In certain instances, additional statutory provisions have also been invoked based on the specific allegations contained in individual complaints.

In public statements, senior police officials have indicated that the allegations vary among complainants and have cautioned against drawing general conclusions. It has been stated that each complaint is being examined on its own merits and that the investigation is being conducted in accordance with the law.

Investigators have confirmed no evidence of an organized “love jihad” conversion conspiracy. The police have requested ATS and NIA to check for any extremist links as a precaution. The investigation is ongoing, and further developments are subject to the collection of evidence, forensic analysis, and orders of the competent courts.

STATEMENTS OF DEFENSE COUNSEL

During the fact-finding exercise, the team interacted with defense counsel representing certain accused persons and considered submissions made during remand proceedings. The defense counsel, including **Adv. Rahul J. Kasliwal** and **Adv. Baba Sayyed** has appeared on behalf of some of the accused persons and has initiated legal proceedings, including applications for anticipatory bail and regular bail.

It is further reported that **Adv. Umesh Walzade** has represented one of the principal accused and has publicly disputed the allegations, contending that the matter has been given a broader narrative than its factual context warrants.

Defense counsel have asserted that, in certain instances, the allegations arise from personal interactions or relationships that have subsequently been interpreted differently. The defense has also raised concerns about media reporting, stating that certain narratives have extended beyond the contents of the FIRs and may prejudice the rights of the accused and the fairness of the investigation. It has been emphasized that the matter is at a preliminary stage and that conclusions ought not to be drawn before completion of the investigative process.

The defense further maintains that no material currently establishes the existence of any organized or systematic activity, and that each allegation must be examined independently based on the evidence.

Statement by Rahul Kasliwal

This matter has gained significant attention, and while a multinational company is involved, I want to make it clear that this case pertains to individual acts – not to any company’s transactions or day-to-day business operations. The company itself has already suspended several individuals involved. Therefore, I will not be making any remarks about the corporate entities.

Regarding the facts of the case, the complainants belong to the Hindu faith, and some of the accused are from the Muslim community. I observe that this distinction alone is being used to frame the entire matter through a religious lens—specifically, to push a narrative of forceful religious conversion. However, based on the information available to me, this was a friendly, secular group of colleagues who celebrated festivals of all religions together, both Hindu and Muslim. There is nothing in the material before me that points toward any attempt at religious conversion.

Hindu-Muslim relationships, including romantic ones, are not uncommon in India today. However, they are increasingly being politicized and labeled with terms like “love jihad”—a phrase that has no legal definition and no standing in law. Maharashtra, in particular, has no legislation equivalent to the Forceful Conversion of Religion Acts that exist in certain other states. That said, if any conversion is indeed forceful, it is wrong regardless of whether a law explicitly prohibits it.

On the legal aspects, the FIR allegations appear general in nature. The IPC and BNS sections invoked—including Section 299 relating to hurting religious sentiments—carry punishments of less than seven years. Following the Supreme Court’s recent position, immediate arrest is not mandated in cases with sentences of less than 7 years. What surprises me is that these are complaints about incidents from two to three years ago, yet arrests were made within two to three hours of the FIR being filed. The law of arrest must be applied with care and proportionality. I am not saying the police should not investigate—that is their right and duty. But the accused are also citizens of this country. Their protection and dignity must equally be upheld. These are well-educated individuals in a normal workplace setting.

Furthermore, what I find procedurally questionable is that incidents from the same company and the same period have been split into eight separate FIRs. All of these could have been consolidated into a single FIR, with the complainants treated as witnesses. Filing multiple FIRs to create separate charges appears, to me, to be an overreach.

There is no charge of forceful conversion in any of the FIRs. It is mentioned that conversations took place about the merits of one religion over another, which is something that happens naturally among friends and colleagues of different backgrounds. That does not amount to conversion or coercion.

My concern is that unnecessary polarization between the two religious communities is being created. Investigation, courts, and lawyers are all secular institutions—this matter must be seen through the lens of law alone. I believe this case is being excessively politicized, possibly for partisan gain. The public is wise enough to see through that.

Interview: <https://youtu.be/ce-qHh8I3P4?si=qOhninb1sR8QIAaw>

Statement by Advocate Baba Sayyed

I represent Nida Khan in the TCS Nashik matter. Before addressing the allegations, I want to be very clear about one thing—everything being shown in the media about Nida, including references to a so-called “Delhi connection,” has no basis on record. None of it has come before any court. What is happening is essentially a media trial against my client.

Regarding her actual legal position: Nida has been named as an accused in only one FIR—CR No. 156, filed at Devlali Camp Police Station. In the remaining eight FIRs registered at Mumbai Naka Police Station, she has not been named as an accused. In the single FIR where she is named, the only allegation against her is under Section 299—hurting religious sentiments. There are no serious offenses against her. No charges of rape, no sexual exploitation, no coercion of any kind. All the serious charges, including Section 376, are against the main accused, Danish.

I also want to correct a factual misrepresentation that has been circulating widely. Nida is described as an HR executive who ignored the victims’ complaints. This is completely false. She was never an HR. She held the position of Process Associate—a junior-level role with no authority whatsoever to receive or act on complaints. Her own suspension letter from the company confirms

this designation. The HR narrative is entirely a media fabrication.

On the question of whether Nida is absconding, I categorically reject that characterization. She is exercising her constitutional right to apply for anticipatory bail before surrendering. This is a legal privilege granted by the Constitution and the Code of Criminal Procedure, and thousands of accused persons do exactly this when faced with non-bailable offenses. First, anticipatory bail is sought. If rejected, the matter is reconsidered. She is not evading the law—she is using the law. We will be filing the anticipatory bail application within a day or two, and the process has already begun. If the anticipatory bail is rejected at the Sessions Court level, we will approach the High Court. If that too fails, we will surrender. But to call her a fugitive at this stage is wrong and unfair.

Her pregnancy is one of the grounds we may mention in the bail application, but we are not seeking bail solely on that basis. The merits of the case speak for themselves, as the allegations are minimal and relatively minor.

I spoke to Nida recently. She told me that she had never received any complaints from anyone, that she had good relations with all her colleagues, that they used to go out together as a group, and that she did not understand why she had suddenly been implicated in this case. She is genuinely confused. Her family is in deep distress. They are from a middle-class background and are mentally devastated watching the news coverage day after day.

Courts do not run on media narratives, public opinion, or newspaper publications. Courts run on records, FIRs, and the evidence placed before them. Whatever is being said outside has no bearing on the bail proceedings. When you read the FIR carefully, Nida's role is negligible. The police could have registered a separate, minor FIR for the single allegation against her. Instead, she has been clubbed into a larger case in a manner that, to me, seems unjustified.

Nida has full faith in the Indian judiciary. That is precisely why she is following due legal process rather than surrendering prematurely. We will take this step by step, through the proper legal channels.

Interview: <https://youtu.be/xkmKJTvxaWo?si=bAYcdZ8VcPk4xTAE>

Statement by Advocate Umesh Walzade

I represent Danish Sheik in the TCS BPO Nashik case, which was the first FIR registered in this matter. The charges against him include rape, religious conversion, sexual harassment, sexual exploitation, and other sections under the law. To understand how this case came about, let me explain the background. The complainant and Danish were colleagues at the same company. According to the complainant, they had known each other since 2022, had been classmates, and had developed a friendship over time. She further alleges that Danish helped her get the job at the company. While they worked under the same roof, they were not on the same team. Over the course of working together, a certain intimacy developed between them.

I must be transparent here. Danish is a married man with two children. As this relationship progressed, the girl, who is a major in age, began to show a noticeable behavior change. She

started observing Roza, who was wearing a hijab, and gradually distanced herself from her earlier routine. Her family noticed these behavioral changes and eventually decided that it was time to take action. The first FIR was filed on this basis, and subsequent FIRs followed.

I respect the girl for coming forward and filing the complaint. However, since she is an adult, we cannot view this as entirely one-sided. Both sides of the story must be heard fairly. Now, on the issue of religious conversion, I want to state clearly and unequivocally that I am personally and strongly against any form of forceful religious conversion. It is completely wrong and should never happen. However, what constitutes conversion under Islamic religious practice involves taking a person to a mosque, having them recite the Kalma, and certain other formal processes. None of that occurred here. There is no evidence that Danish took this woman to a mosque or conducted any formal conversion.

There are two distinct legal aspects at play here. One is speaking about another person's religion in a private conversation, and another is making such statements publicly. Both sections contain different legal provisions, and both have been applied in this case. I will not comment further on the specifics at this stage, as the matter is now before the Sessions Court with a hearing listed for May 2nd. Danish is currently in the central jail. Regarding the co-accused Tausif, I will not comment, as I do not represent him.

My position remains firm. If Danish is found guilty under the law, he should face the consequences. But if he is not guilty, then making him a scapegoat and destroying his life and family—his wife is currently in trauma—would be deeply unjust. The law provides a framework, and justice must be delivered within that framework, fairly and without religious bias.

Forceful religious conversion is condemnable. But this case, as it stands, does not establish that.

Interview: <https://youtu.be/PFIkuzcyRg0?si=KKLPHZ0GtFo0hJgz>

ACTION TAKEN BY TCS

TCS has publicly disavowed harassment and insists on swift action. In statements to the media, CEO K. Krithivasan said the company has a “**long-standing zero-tolerance policy**” on harassment. As soon as they learned of the allegations, TCS formed an independent internal investigation headed by COO Aarthi Subramanian, supported by Deloitte and law firm Trilegal, with oversight by an independent director’s committee.

Krithivasan emphasized that all seven accused staff have been suspended pending inquiry. TCS also addressed rumors: it denied shutting down the Nashik office (saying the unit “continues to operate”). It refuted inaccurate media labels: while early reports called Nida Khan the “HR head”, the company clarified she was only a junior process associate with no leadership role.

They stated that no written POSH (anti-harassment) complaint had been lodged by any employee regarding these incidents before the FIRs. TCS affirms it is fully cooperating with the police. Its stance is that it will implement any recommended changes from the probe, and it rejects any notion that it fosters religious coercion.

ACTION TAKEN BY STATE AND CENTRAL AUTHORITIES

It is reported that the matter has received attention from both State and Central authorities in view of the nature of the allegations and the public concern arising therefrom. At the State level, the investigation is being carried out by the Nashik City Police through a Special Investigation Team (SIT) constituted for this purpose.

Maharashtra Chief Minister Devendra Fadnavis termed the incident serious and sought the involvement of central agencies. At the Central level, it is reported that the National Commission for Women (NCW) has taken cognizance of the matter and initiated an inquiry, including dispatching a team to assess the situation. It is further reported that inputs related to the case have been shared with central investigative agencies for examination as a precaution.

The NHRC has intervened and sought a detailed report from the Maharashtra Director General of Police (DGP). The Union Labor Ministry has received a complaint from the Nascent Information Technology Employees Senate (NITES) requesting a POSH (Prevention of Sexual Harassment) audit.

FINDINGS AND OBSERVATIONS

Upon consideration of the material examined, including FIRs, field interactions, court proceedings, media reports, and statements of various stakeholders, the following observations emerge.

It appears that the core of the present matter pertains to allegations of workplace misconduct, including sexual harassment and associated conduct, as reflected in multiple FIRs registered across police stations. The allegations, as recorded, indicate incidents that occurred over time and involved multiple individuals within the workplace. However, the veracity, consistency, and evidentiary support of these allegations remain subject to investigation and judicial determination.

- ◆ It is further observed that certain allegations recorded in the FIRs include elements relating to remarks or conduct perceived by complainants as affecting their religious beliefs.
- ◆ At this stage, while such allegations form part of individual complaints, no conclusive material has been established to demonstrate the existence of any organized or systematic activity of religious conversion. The investigation authorities have also indicated that each complaint is being examined independently on its own merits.
- ◆ A comparison between the contents of the FIRs and the broader public narrative suggests a divergence between verified allegations and interpretations circulating in sections of media and social platforms. While factual reporting has largely reflected official records and statements, certain narratives have expanded the scope of the allegations to suggest broader or organized activity, which remains unverified at this stage. This divergence has contributed to varying public perceptions and underscores the need for caution in relying on unverified claims.
- ◆ The statements of the victims, as reported, indicate allegations of a hostile work environment, coercion, and failure of internal grievance redressal mechanisms. At the same time, the employer has stated that no formal complaints were received through internal channels before the registration of FIRs.
- ◆ This aspect suggests a possible gap between alleged incidents and formal reporting mechanisms, which may require further examination in appropriate proceedings.
- ◆ The statements of relatives of the accused and their legal representatives reflect a complete denial of allegations and assert wrongful implication. These competing versions highlight that the matter remains disputed and requires adjudication based on evidence.

RECOMMENDATIONS

Investigative & Legal Integrity

- ◆ **Focus on Evidence:** The Special Investigation Team (SIT) must prioritize evidence-based inquiry over public narratives to ensure the investigation remains unbiased.
- ◆ **Neutralize Hyperbolic Labels:** Authorities should formally distinguish between specific criminal allegations and unverified social media terms like “corporate jihad”.
- ◆ **Uphold Due Process:** The legal rights of all parties, including the right to seek anticipatory bail, must be protected to ensure a fair trial.

Corporate & Institutional Reform

- ◆ **Reconcile Grievance Gaps:** An independent audit is needed to identify why alleged verbal complaints to supervisors did not reach the formal internal POSH or ethics channels.
- ◆ **Supervisory Accountability:** Internal probes should examine why leadership and trainers allegedly failed to act on reported workplace hostility.
- ◆ **Accurate Personnel Disclosure:** Media and institutions must ensure roles are reported accurately, specifically that Ms. Nida Khan was a Process Associate, not an HR manager.

Societal & Regulatory Actions

- ◆ **Prevent Communalization:** Local leaders must ensure the case is not used to incite religious tensions, particularly against the backdrop of other local controversies, such as the “Kharat Baba” case.
- ◆ **Regulatory POSH Audit:** The Union Labor Ministry should conduct a sector-wide audit to ensure IT employees have safe, accessible reporting mechanisms.
- ◆ **Responsible Media Conduct:** Media outlets should refrain from “mastermind” characterizations that are not yet established by the official investigation.
- ◆ **This report is intended to present a balanced and objective account based on the material available at the time of the visit. Any findings herein are preliminary in nature and subject to further developments arising out of the investigation and judicial proceedings.**

APPENDICES

received on 120
 120
 N.C.R.B (एन.सी.आर.बी.)
 I.I.P.-I (पकीकृत अन्वेषणपत्रम्-१)

नाशिक कोर्ट.

नाशिक पोलीस स्थान
 नाशिक शहर

FIRST INFORMATION REPORT
 (Under Section 173 B.S.S.)
 प्रथम खबर अहवाल
 (बी एन एस एस संहिताच्या कलम 173 अन्वये)

1. District (जिल्हा): नाशिक शहर P.S. (पोलीस ठाणे): मुंबई नाका Year (वर्ष): 2026
 पोलीस स्टेशन

FIR No. (प्रथम खबर क्र.): 0171 Date and Time of FIR (प्र. ख. दिनांक आणि वेळ):
 03/04/2026 00:44 वाजता

2.

S.No. (अ.क्र.)	Acts (अधिनियम)	Sections (कलम)
1	भारतीय न्याय संहिता (बी एन एस), 2023	3(5)
2	भारतीय न्याय संहिता (बी एन एस), 2023	74
3	भारतीय न्याय संहिता (बी एन एस), 2023	75
4	भारतीय न्याय संहिता (बी एन एस), 2023	79

3. (a) Occurrence of offence (गुन्हाची घटना):

1 Day (दिवस): मधले दिवस Date from (दिनांक पासून): 01/01/2026 Date To (दिनांक पर्यंत): 01/04/2026

Time Period (कालावधी): Time From (वेळेपासून): 00:00 तास Time To (वेळेपर्यंत): 00:00 तास

(b) Information received at P.S. (पोलीस ठाण्यावर माहिती मिळाल्याचा): Date (दिनांक): 02/04/2026 Time (वेळ): 22:00 तास

(c) General Diary Reference (ठाणे दैनंदिनी संदर्भ): Entry No. (नोंद क्र.): 003 Date and Time (दिनांक आणि वेळ): 03/04/2026 00:29 तास

4. Type of Information (माहितीचा प्रकार): लेखी

5. Place of Occurrence (घटनास्थळ):

2116/22

FIR 171

RECEIVED ON
DATE 02/04/2026

ACMFC (Copy No. 1) 10

N.C.R.B (एन.सी.आर.बी.)
I.I.F.-I (एकीकृत अन्वेषण फॉर्म - १)

FIRST INFORMATION REPORT

(Under Section 173 B.N.S.5)

प्रथम खबर अहवाल

(कलम बी एन एस एस १७३ च्या अंतर्गत)

1. District (जिल्हा): नाशिक शहर

P.S.(ठाणे): मुंबई नाका पोलीस स्टेशन

FIR No.(प्रथम खबर क्र.): 0165

Year (वर्ष): 2026

Date and Time of FIR (प्र. ख. दिनांक आणि वेळ): 02/04/2026 03:39

S.No. (अ.क्र.)	Acts (अधिनियम)	Sections (कलम)
1	भारतीय न्याय संहिता (बी एन एस), 2023	75
2	भारतीय न्याय संहिता (बी एन एस), 2023	78
3	भारतीय न्याय संहिता (बी एन एस), 2023	79
4	भारतीय न्याय संहिता (बी एन एस), 2023	302
5	भारतीय न्याय संहिता (बी एन एस), 2023	299

3. (a) Occurrence of offence (गुन्ह्याची घटना):

1. Day(दिवस): दरमियानी दिन

Date From (दिनांक पासून): 01/05/2025

Time Period

Date To (दिनांक पर्यंत): 01/12/2025

(कालावधी):

Time From (वेळेपासून): 00:00 बजे

Time To (वेळेपर्यंत): 00:00 बजे

(b) Information received at P.S. (माहिती मिळालेले पोलीस ठाणे):

Date (दिनांक): 01/04/2026

Time (वेळ): 23:00 बजे

(c) General Diary Reference (रोजनामचा संदर्भ):

Entry No. (नोंद क्र.): 018

Date & Time (दिनांक आणि वेळ): 02/04/2026 03:27 बजे

4. Type of Information (माहितीचा प्रकार): लेखी

5. Place of Occurrence (घटनास्थळ):

1.(a) Direction and distance from P.S.(पोलीस ठाण्यापासून दिशा व अंतर):

दक्षिण, 3 किमी

Beat No. (बिट क्र.):

(b) Address (पत्ता): टिसीएस कंपनी, अशोका मार्ग, नाशिक

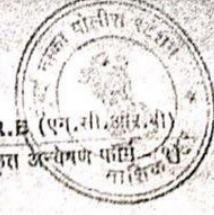
(c) In case, outside the limit of this Police Station, then

(या पोलीस ठाण्याच्या हद्दीबाहेर असल्यास):

Name of P.S.(पोलीस ठाण्याचे नाव):

District(State) (जिल्हा(राज्य)):

सा. १०१



RECEIVED ON
DATE 02/04/2026

A JMFEC (Copy No.)
Nashik

FIRST INFORMATION REPORT

(Under Section 173 B.N.S.S)

प्रथम खबर अद्वाल

(कलम बी एन एस एस १७३ च्या अंतर्गत)

P.S.(ठाणे): मुंबई नाका पोलीस स्टेशन

Year (वर्ष): 2026

1. District (जिल्हा): नाशिक शहर

FIR No.(प्रथम खबर क्र.): 0164

Date and Time of FIR (प्र. ख. दिनांक आणि वेळ): 02/04/2026 02:47

2. S.No. (अ.क्र.)	Acts (अधिनियम)	Sections (कलम)
1	भारतीय न्याय संहिता (बी एन एस), 2023	78
2	भारतीय न्याय संहिता (बी एन एस), 2023	79
3	भारतीय न्याय संहिता (बी एन एस), 2023	3(5)

3.(a) Occurrence of offence (मुन्हाची घटना):

1. Day(दिवस): दरमियानी दिन

Time Period
(कालावधी):

Date From (दिनांक पासून): 01/01/2022

Date To (दिनांक पर्यंत): 01/02/2026

Time From (वेळेपासून): 00:00 बजे

Time To (वेळेपर्यंत): 00:00 बजे

(b) Information received at P.S. (माहिती मिळालेले पोलीस ठाणे):
Date (दिनांक): 01/04/2026
Time (वेळ): 22:40 बजे

(c) General Diary Reference (रोजनामचा संदर्भ):
Entry No. (नोंद क्र.): 010

Date & Time (दिनांक आणि वेळ): 02/04/2026 02:18 बजे

4. Type of Information (माहितीचा प्रकार): लेखी

5. Place of Occurrence (घटनास्थळ):

1.(a) Direction and distance from P.S.(पोलीस ठाण्यापासून दिशा व अंतर):
दक्षिण. 3 किमी

(b) Address (पत्ता): टिसीएस कंपनी, अशोका मार्ग, नाशिक
Beat No. (बिट क्र.):

(c) In case, outside the limit of this Police Station, then
(या पोलीस ठाण्याच्या हद्दीबाहेर असल्यास):

Name of P.S.(पोलीस ठाण्याचे नाव):

District(State) (जिल्हा(राज्य)):

अफा, तौलिक

FIR 164

Received on
120

D. S. Patil
02/04/26

N.C.R.B (न.क.र.ब.)
I.I.F.-1 (एकीकृत अ.प्र.प.प.)



FIRST INFORMATION REPORT

(Under Section 173 B.N.S.S)

प्रथम खबर अहवाल

(क्लम बी एन एस एस १७३ च्या अंतर्गत)

1. District (जिल्हा): नाशिक शहर P.S.(ठाणे): मुंबई नाका पोलीस स्टेशन
FIR No.(प्रथम खबर क्र.): 0169 Year (वर्ष): 2026
Date and Time of FIR (प्र. ख. दिनांक आणि वेळ): 02/04/2026 20:57

S.No. (अ.क्र.)	Acts (अधिनियम)	Sections (कलम)
1	भारतीय न्याय संहिता (बी एन एस), 2023	74
2	भारतीय न्याय संहिता (बी एन एस), 2023	75
3	भारतीय न्याय संहिता (बी एन एस), 2023	79
4	भारतीय न्याय संहिता (बी एन एस), 2023	3(5)

3. (a) Occurrence of offence (गुन्ह्याची घटना):

1. Day(दिवस): दरमियानी दिन Date From (दिनांक पासून): 02/01/2025
Time Period (कालावधी): Date To (दिनांक पर्यंत): 02/04/2026
Time From (वेळेपासून): 00:00 बजे
Time To (वेळेपर्यंत): 00:00 बजे

(b) Information received at P.S. (माहिती मिळालेले पोलीस ठाणे):

Date (दिनांक): 02/04/2026 Time (वेळ): 20:52 बजे

(c) General Diary Reference (रोजनामचा संदर्भ):

Entry No. (नोंद क्र.): 059
Date & Time (दिनांक आणि वेळ): 02/04/2026 20:52 बजे

4. Type of Information (माहितीचा प्रकार): लेखी

5. Place of Occurrence (घटनास्थळ):

1.(a) Direction and distance from P.S.(पोलीस ठाण्यापासून दिशा व अंतर):

दक्षिण, 2 किमी

Beat No. (बिट क्र.):

(b) Address (पत्ता): टि सी एस कंपनी, अशोकामार्ग, नाशिक,

(c) In case, outside the limit of this Police Station, then

(या पोलीस ठाण्याच्या हद्दीबाहेर असल्यास):

Name of P.S.(पोलीस ठाण्याचे नाव):

District(State) (जिल्हा(राज्य)):

FIR 169



N.C.R.B (एन.सी.बी.आर.बी.)
I.I.F.-1 (एकीकृत अन्वेषण फॉर्म - 1)

RECEIVED ON
DATE 02/04/2026
A.C.M.P. (Cont. No.) 10
Nashik

FIRST INFORMATION REPORT

(Under Section 173 B.N.S.5)
प्रथम खबर अहवाल
(कलम बी एन एस एस १७३ च्या अंतर्गत)

1. District (जिल्हा): नाशिक शहर P.S.(ठाणे): मुंबई नाका पोलीस स्टेशन
FIR No.(प्रथम खबर क्र.): 0166 Year (वर्ष): 2026
Date and Time of FIR (प्र. ख. दिनांक आणि वेळ): 02/04/2026 04:30

S.No. (अ.क्र.)	Acts (अधिनियम)	Sections (कलम)
1	भारतीय न्याय संहिता (बी एन एस), 2023	299
2	भारतीय न्याय संहिता (बी एन एस), 2023	302
3	भारतीय न्याय संहिता (बी एन एस), 2023	75
4	भारतीय न्याय संहिता (बी एन एस), 2023	79
5	भारतीय न्याय संहिता (बी एन एस), 2023	3(5)

3.(a) Occurrence of offence (गुन्ह्याची घटना):
1. Day(दिवस): दरमियानी दिन Date From (दिनांक पासून): 02/01/2022
Time Period Date To (दिनांक पर्यंत): 23/03/2026
(कालावधी): Time From (वेळेपासून): 00:00 वजे
Time To (वेळेपर्यंत): 00:00 वजे

(b) Information received at P.S. (माहिती मिळालेले पोलीस ठाणे):
Date (दिनांक): 01/04/2026 Time (वेळ): 23:40 वजे

(c) General Diary Reference (रोजनामचा संदर्भ):
Entry No. (नोंद क्र.): 020
Date & Time (दिनांक आणि वेळ): 02/04/2026 04:16 वजे

4. Type of Information (माहितीचा प्रकार): लेखी
5. Place of Occurrence (घटनास्थळ):

1.(a) Direction and distance from P.S.(पोलीस ठाण्यापासून दिशा व अंतर):
दक्षिण, 3 किमी Beat No. (बिट क्र.):

(b) Address (पत्ता): टि.सी.एस. कंपनी, अशोकामार्ग, नाशिक

(c) In case, outside the limit of this Police Station, then
(या पोलीस ठाण्याच्या हद्दीबाहेर असल्यास):

Name of P.S.(पोलीस ठाण्याचे नाव):
District(State) (जिल्हा(राज्य)):

नाशिक महाराष्ट्र

FIR 166

FIRST INFORMATION REPORT

(Under Section 173 B.N.S.S)

प्रथम खबर अहवाल

(कलम बी एन एस एस १७३ च्या अंतर्गत)

1. District (जिल्हा): नाशिक शहर

P.S.(ठाणे): मुंबई भाका पोलीस स्टेशन

FIR No.(प्रथम खबर क्र.): 0167

Year (वर्ष): 2026

Date and Time of FIR (प्र. ख. दिनाक आणि वेळ): 02/04/2026 15:42

S.No. (अ.क्र.)	Acts (अधिनियम)	Sections (कलम)
1	भारतीय न्याय संहिता (बी एन एस), 2023	74
2	भारतीय न्याय संहिता (बी एन एस), 2023	75
3	भारतीय न्याय संहिता (बी एन एस), 2023	79
4	भारतीय न्याय संहिता (बी एन एस), 2023	302
5	भारतीय न्याय संहिता (बी एन एस), 2023	299

3. (a) Occurrence of offence (गुन्ह्याची घटना):

1. Day(दिवस): दरमियानी दिन

Date From (दिनाक पासून): 01/09/2024

Time Period

Date To (दिनाक पर्यंत): 28/02/2026

(कालावधी):

Time From (वेळेपासून): 00:00 बजे

Time To (वेळेपर्यंत): 00:00 बजे

(b) Information received at P.S. (माहिती मिळालेले पोलीस ठाणे):

Date (दिनाक): 02/04/2026

Time (वेळ): 15:31 बजे

(c) General Diary Reference (रोजनामचा संदर्भ):

Entry No. (नोट क्र.): 043

Date & Time (दिनाक आणि वेळ): 02/04/2026 15:31 बजे

4. Type of Information (माहितीचा प्रकार): लेखी

5. Place of Occurrence (घटनास्थळ):

1.(a) Direction and distance from P.S.(पोलीस ठाण्यापासून दिशा व अंतर):

पूर्व, 03 किमी

Beat No. (बिट क्र.):

(b) Address (पत्ता): टिसी एस कंपनी, अशोका मार्ग

(c) In case, outside the limit of this Police Station, then

(या पोलीस ठाण्याच्या हद्दीबाहेर असल्यास):

Name of P.S.(पोलीस ठाण्याचे नाव):

District(State) (जिल्हा(राज्य)):

डा.सि.पु. , शाफी , नो.सि.पु. 1

FIR 167

FIRST INFORMATION REPORT

(Under Section 173 B.N.S.S)

प्रथम खबर अहवाल

(कलम बी एन एस एस १७३ च्या अंतर्गत)



1. **District (जिल्हा):** नाशिक शहर **P.S.(ठाणे):** देवळाली कॅम्प
FIR No.(प्रथम खबर क्र.): 0156 **Year (वर्ष):** 2026
Date and Time of FIR (प्र. ख. दिनाक आणि वेळ): 26/03/2026 01:01

2. S.No. (अ.क्र.)	Acts (अधिनियम)	Sections (कलम)
1	भारतीय न्याय संहिता (बी एन एस), 2023	69
2	भारतीय न्याय संहिता (बी एन एस), 2023	75
3	भारतीय न्याय संहिता (बी एन एस), 2023	299
4	भारतीय न्याय संहिता (बी एन एस), 2023	3(5)

3. (a) **Occurrence of offence (गुन्ह्याची घटना):**

- Day(दिवस):** दरमियानी दिन **Date From (दिनाक पासून):** 01/07/2022
Time Period (कालावधी): **Date To (दिनाक पर्यंत):** 28/02/2026
Time From (वेळेपासून): 00:00 बजे
Time To (वेळेपर्यंत): 23:59 बजे
- Day(दिवस):** दरमियानी दिन **Date From (दिनाक पासून):** 01/07/2022
Time Period (कालावधी): **Date To (दिनाक पर्यंत):** 28/02/2026
Time From (वेळेपासून): 00:00 बजे
Time To (वेळेपर्यंत): 23:59 बजे
- Day(दिवस):** दरमियानी दिन **Date From (दिनाक पासून):** 01/07/2022
Time Period (कालावधी): **Date To (दिनाक पर्यंत):** 28/02/2026
Time From (वेळेपासून): 00:00 बजे
Time To (वेळेपर्यंत): 23:59 बजे

(b) **Information received at P.S. (माहिती मिळालेले पोलीस ठाणे):**

Date (दिनाक): 26/03/2026 **Time (वेळ):** 00:46 बजे

(c) **General Diary Reference (रोजनामचा संदर्भ):**

Entry No. (नोंद क्र.): 003
Date & Time (दिनाक आणि वेळ): 26/03/2026 00:46 बजे

4. **Type of Information (माहितीचा प्रकार):** लेखी

FIR 156

1/ 1 1

खाजाना/कोर्ट कार्यालय

Application No. 2561

Copyings For: Exn. No. FJR

Name of Applicant: AS

The Copy was Applied: 02/04/2026

The Application was Completed: 02/04/2026

Page No. 6/5

Copy Applicant taking Delivery: 02/04/2026

Total Fee 421

Copy Ready on: 02/04/2026

Copy Delivered on: 07 APR 2026

RECEIVED ON DATE 02/04/2026

AGMFC (Court No. 1b Nashik)

FIRST INFORMATION REPORT
(Under Section 173 B.N.S.S)
प्रथम खबर अहवाल
(कलम बी एन एस एस १७३ च्या अंतर्गत)

Assistant Superintendent Court No.1, Nashik

1. District (जिल्हा): नाशिक शहर P.S.(ठाणे): मुंबई नाका पोलीस स्टेशन
FIR No.(प्रथम खबर क्र.): 0163 Year (वर्ष): 2026
Date and Time of FIR (प्र. ख. दिनांक आणि वेळ): 02/04/2026 01:58

2.

S.No. (अ.क्र.)	Acts (अधिनियम)	Sections (कलम)
1	भारतीय न्याय संहिता (बी एन एस), 2023	75
2	भारतीय न्याय संहिता (बी एन एस), 2023	78
3	भारतीय न्याय संहिता (बी एन एस), 2023	79
4	भारतीय न्याय संहिता (बी एन एस), 2023	49
5	भारतीय न्याय संहिता (बी एन एस), 2023	356
6	भारतीय न्याय संहिता (बी एन एस), 2023	3(5)

3. (a) Occurrence of offence (गुन्ह्याची घटना):
1. Day (दिवस): दरमियानी दिन Date From (दिनांक पासून): 01/05/2023
Time Period (कालावधी): Date To (दिनांक पर्यंत): 19/03/2026
Time From (वेळेपासून): 00:00 बजे
Time To (वेळेपर्यंत): 00:00 बजे

(b) Information received at P.S. (माहिती मिळालेले पोलीस ठाणे):
Date (दिनांक): 01/04/2026 Time (वेळ): 22:30 बजे

(c) General Diary Reference (रोजनामचा संदर्भ):
Entry No. (नोंद क्र.): 006
Date & Time (दिनांक आणि वेळ): 02/04/2026 01:42 बजे

4. Type of Information (माहितीचा प्रकार): लेखी

रुता, शाहकव्य
डा.प्रमोदजी चेंबारी

1

FIR 163

Application No. 257126 Received on 06/04/2026
 Name of Applicant 333/0107/2026/120
 The Copy was Applied 06/04/2026
 The Application was Completed 06/04/2026
 Copy Applicant taking Delivery 06/04/2026
 Copy Ready on 06/04/2026
 Copy Delivered on 06/04/2026

Copying Fee खाजना/कोर्ट कार्यालय
 Exh. No. FJR
 Page No. 6
 Total Fee N.C.R.B. (एन.सी.आर.बी.)
 I.I.F.-I (एकीकृत अन्वेषण फॉर्म १)

FIRST INFORMATION REPORT
 (Under Section 173 B.N.S.S)
 Assistant Superintendent प्रहवाल
 Court No.1, Nashik
 (कलम बी एन एस एस १७३ च्या अंतर्गत)

1. District (जिल्हा): नाशिक शहर P.S.(ठाणे): मुंबई नाका पोलीस स्टेशन
 FIR No.(प्रथम खबर क्र.): 0168 Year (वर्ष): 2026
 Date and Time of FIR (प्र. ख. दिनांक आणि वेळ): 02/04/2026 17:46

2.


S.No. (अ.क्र.)	Acts (अधिनियम)	Sections (कलम)
1	भारतीय न्याय संहिता (बी एन एस), 2023	74
2	भारतीय न्याय संहिता (बी एन एस), 2023	75
3	भारतीय न्याय संहिता (बी एन एस), 2023	79
4	भारतीय न्याय संहिता (बी एन एस), 2023	302
5	भारतीय न्याय संहिता (बी एन एस), 2023	299
6	भारतीय न्याय संहिता (बी एन एस), 2023	3(5)

3. (a) Occurrence of offence (गुन्ह्याची घटना):
 1. Day(दिवस): दरमियानी दिन Date From (दिनांक पासून): 02/06/2025
 Time Period Date To (दिनांक पर्यंत): 31/03/2026
 (कालावधी): Time From (वेळेपासून): 00:00 बजे
 Time To (वेळेपर्यंत): 00:00 बजे

(b) Information received at P.S. (माहिती मिळालेले पोलीस ठाणे):
 Date (दिनांक): 02/04/2026 Time (वेळ): 17:34 बजे

(c) General Diary Reference (रोजनामचा संदर्भ):
 Entry No. (नोंद क्र.): 052
 Date & Time (दिनांक आणि वेळ): 02/04/2026 17:34 बजे

4. Type of Information (माहितीचा प्रकार): लेखी



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FIR 168



Association for
Protection of
Civil Rights

📍 E-57/1, 4th Floor, Hari Kothi Lane, Abul Fazal Enclave -1, Jamia Nagar, New Delhi-110025

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