Hello Christine,  
…

I come to this company with my good intentions to work as a programmer according to my working contract. Initially, I was assigned to Vinai Jha (currently he is on paternity leave) as a developer for our current project, N6distribution.

I received several tasks within the project, with Vinay Jha being the lead designer of the solution, and I followed his design and solution. The project has a significant business aspect, and from what I understood, Vinay Gupta, another programmer, was assigned as the business information provider. During my development, since Vinay Jha didn't have much business insight, he advised me to consult Vinay Gupta about the business part, which I did. Additionally, Vinay Gupta conducted a code review of the application, and he found several issues, which I was assigned to resolve, and I did it.

After Vinay Jha went on paternity leave, Kaushik Pawar told me to assume his role, and I did. However, before Vinay Jha left, he assigned some tasks for code review on a part of the project for which I haven’t written any code (it is called RefData and is now in UAT). During my code review, I found that the project didn't follow the intended design (for some reason, Vinay Jha didn't have much time to check that part), and after discussing it with the programmers and Kaushik Pawar, we started a series of refactoring to resolve the issue.

Vinai Jha left for paternity leave at almost the end of November last year and after a short time at beginning of December Bajaj Rohit returned from paternity leave and he started to check the N6Distribution situation. He found we implement the business in a wrong way, and he devised a plan to refactor everything. At the same time Bajaj Rohit assigned me the role of designer of technical solution of n6distrinution as overall, and he also brought one more programmer to the team to speed up the development. The roll assigning was given by Bajaj Rohit to all parties during a meeting and from I understand I must be the one creating the architecture solution and Vinay Gupta continue to provide business inside and also was assigned to him a small part of the project called HistoryPush to design.

In immediate period I started with the team of programmers to do a design based on the changes excluding HistoryPush because was not assigned to us. In that period Vinay Gupta assign his task of HistoryPush to one of the programmers (this programmer is 21-year-old on his first job with no IT experience, is name is Chitransh Mohil). I summoned Vinay Gupta in a meeting and requested an explanation to know why he did that.

During our discussion I remind him about our roles and responsibilities, and I asked him almost as beg not to that anymore, but he denied what he did and told me I’m accusing him falsely! After that I assign the task from Mohil to back to Vinay Gupta and made sure for him to see that.

After that, Vinay Gupta, for some reason, assumed the technical lead of the project, and he started to inquire about the project's situation. I confronted him, and I told him what Bajaj Rohit had told us in the meeting, but he said Bajaj Rohit informed him that he is the technical lead of the project. After that, I suggested we go and discuss it with Bajaj Rohit. I didn't have the chance to do it because he contacted Bajaj Rohit without me; I don't know what was discussed during their meeting. Later, Bajaj Rohit summoned all the programmers to the meeting to discuss the project, and at the end of the meeting, he wanted to talk with me and Vinay Gupta about the confusion, clarifying all the problems. I remain the technical lead designer of the project, this didn’t change.

I think almost three weeks have passed, and after that, we had a meeting discussing the project situation, during which HistoryPush was brought to the table. During the meeting, it was clear that nothing had been done regarding HistoryPush, and we don’t even have a solution on how to proceed; things were still under discussion. Seeing this, I told Bajaj Rohit and Vinay Gupta, "I have thought about how HistoryPush can be implemented, and I have a solution for how it can be done." Immediately after this, Vinay Gupta became angry and agitated and rejected what I said, prompting Rohit to intervene to calm the situation. After this meeting, Vinay Gupta contacted Varshney Ravi and made some complaints about me. Varshney Ravi then had a meeting with me to tell me that I had to respect other people's ideas and not discriminate against others. I stepped back and I let Vinay Gupta do what he wants about HistoryPush and I didn’t interfere.

After a while, I had a meeting with Vinay Gupta as ordered by Bajaj Rohit to provide some insights about the project to Vinay Gupta, so he could create a solution and reuse parts already made in the project.

As I described above, Bajaj Rohit added one more programmer to the team, who was assigned to Vinay Gupta to help him with HistoryPush. For some reason, the programmer was left aside for a short period of time, and Florian Daniela contacted me about Mihet Antonia, the new programmer, to help and give her tasks in the project. I did that, and I also informed Antonia that her first priority is Vinay Gupta's tasks if he ever contacts her.

After a while, Vinay Gupta came to me with a solution for HistoryPush; he developed it alone, without Antonia's help, and asked me to review it. I organized a meeting with Vinay Gupta to discuss it. We covered some points, and we agreed that his solution was incomplete and had issues with memory, leading to dysfunctionality (essentially loading too much data in memory; some data even reached millions of records).

He requested that I take HistoryPush, design, and complete the solution because he don’t have more time to do it due to other commitments. I agreed for the sake of the project and started to design a solution and continue the implementation.

At the same time Antonia joined the team, Pawar Kaushik contacted me and expressed his dissatisfaction with what happened between Vinay Gupta and me. He told me that because Vinay Gupta is an old programmer in the company and nothing like that had ever happened to him, and since I'm new in the company, it must be my fault.

After a while, he came again to speak about the incident that occurred between Vinay Gupta and me, and he told me in metaphorical language, "It's hard to find good new programmers these days, and he doesn't want Vinay Gupta to leave the company. If he has to choose between Vinay Gupta and me, he will terminate my contract with SP Global."

During the HistoryPush development, he started to ask me every day, and more than once each day, if I had finished History and how much time it would take. He also began questioning me about why HistoryPush why is not complete, especially since the solution is simple Vinay Gupta's kinda finished. Here, I made a mistake: I told Bajaj Rohit I could finish in one day (that was a stupid thing to say on my part). Vinay Gupta's solution was not viable, and I had to make a lot of modifications. Additionally, I had to implement a batching system to make it work, which took some time.

During development, I felt constant pressure from Pawar Kaushik, and I started to feel harassed. At one point, I even refused to speak with him, telling him that he had a daily meeting every day where I presented my report, and we also had a meeting with the entire team every two days, where I presented my report in detail.

In parallel, during a meeting, Kaushik Pawar told me he would start inquiring with people from the company about how I spoke with them following what happened during the Vinay Gupta incident.

After I finished HistoryPush and during other task, he continued what I felt was harassment and psychological pressure. At one point, I told him his behaviour was bullying (I remembered a situation during the company's mandatory training that was close to this situation).

Also, during a daily meeting, he accused me of laughing at the time when Vinay Gupta spoke, and he told me his words: " Everyone heard about that." After that, I tried to remember the details of that meeting, and I recalled because something strange happened during it. After Vinay Gupta spoke, he left the meeting, and Pawar Kaushik made a strange comment about that (I don’t remember the details). I remember that in the meeting, after I spoke, I closed my microphone, and switched to speakers, placing my headsets on the table while I began walking around my house, listening to the meeting. After Kaushik made the comment and Vinay Gupta left, I remember feeling puzzled, wondering, " What happened? Why did he say that?"

During other meeting with Kaushik, he made sure to remind me that I laughed about Vinay Gupta in that meeting. Also, during the annual evaluation, we had a discussion, and he brought up the subject about Vinay Gupta again and told me, after discussions with my other colleagues, that they complained to him I am rude and very authoritative.

I know for sure he had discussions with other people, but the part about being rude and very authoritative (authoritative I don't know exactly what that means to him) is his invention and is not true.

During the same meeting, he also asked me why I had short answers to the annual review questions, and the discussion went a little into personal areas (not related to the company business). He asked a question, and incidentally, my answer was related to what God did in my life, and I told him my answer. At some point, he interrupted me and said that in this company, it is not permitted to discuss God or religions. I told him maybe in the UK it is not permitted, but not in Romania, and maybe he doesn't want to speak about God or religion. At some point, he told me he doesn't want to hear about God or religion, and I said ”it's okay, I will not tell you anything about God anymore” and we closed the subject and also the meeting.

Related to the accusation of why I sent music to some colleagues, I don't think I broke COBE; I just sent a link from YouTube to a song, " Who doesn't like music?"

Related to the accusation “I’m not allowed by company rules to speak about God or religion” with other colleagues I don’t think is that company business, I have right by the Romania and USA laws to that if the person is in agreement. Also I have right to speak about any other normal subject with a college that’s including “about spider-man”!

I didn’t discriminate someone religion during my time in this company, also as is stated in COBE I’m protected by religious discrimination!

Can you please send me the religious materials I distributed in the company; I DIDN’T DO THAT! Has to be on main company email or chats?!

Being rude and aggressive, or displaying other Hitler-like behaviour towards my colleagues, is something I reject and categorize as false accusations! I have a good relationship with my colleagues, even they told me that!