**DETAILED COMPLAINT AGAINST BONDED LABOUR**

**To:**

**The Mandal Revenue Officer (MRO),**

Ongole,

Prakasam District, Andhra Pradesh.

**Subject**: Complaint against Snovasys software solutions, ongole - for indulging in bonded labour practices in the software sector.

Respected Sir/Madam,

I, **SRIHARI MADDINENI** resident of Mittapalem, Kondepi(m), Prakasam (DT) hereby submit this complaint against Snovasys software solutions for engaging in practices amounting to bonded labour and exploitation of employees, in violation of the Bonded Labour System (Abolition) Act, 1976 and other labour laws.

I respectfully request your office to conduct an enquiry, verify the facts, and take immediate legal action to safeguard the affected employees.

Enclosed herewith are supporting documents, photographs, reports.

Thanking you,

SRIHARI MADDINENI

[Srihari.maddineni.no1@gmail.com](mailto:Srihari.maddineni.no1@gmail.com)

+91 63042 14514

**Index / Table of Contents**

1. What’s wrong with this company?
2. Why bonded labour scenario?
3. What happened in my situation?
4. Various forms of harassment, intimidation, and threats inflicted upon me.
5. Proof that I am innocent.
6. What happened while I was in company.
7. Un reasonable amount worth of cheque and Legal issues.
8. **Whats wrong with this company?**

***This company, under the name of training demands a bank cheque***

***worth 75% of CTC.***

**Companys’s claim in this regard is:**

Employees used to resign after training, so in order to be precautious and make employees retain, we were following this trend of demanding an undated bank cheque worth 75% of CTC. In other words, it was a security cheque.

It is usually mentioned in offer letter itself that, employee has to pay the said amount if the employee leaves the company before commitment period usually 3 years.

A careful examination of the dates in the offer letter reveals that the company collected the cheque in advance, recorded its reference number in the offer letter, and only thereafter issued the letter to the employee.

Eg: offer letter page no. 9

***“*** *Part payment for upskilling and joining formalities:* ***Employee has provided bank cheque*** *that costs* ***Rs. 4,87,000****/- (Four lakh Eighty Seven thousand rupees only) with reference of Cheque No****.02026084*** *from* ***Union BankOF INDIA*** *which is valid* ***that employer can use at any time in future*** *until such time the amount is compensated via other means with explicit written consent of employer. Employee agrees not to cancel or do anything that will invalidate the Cheque.* ***This will not be included in any of the amounts calculated as part of the commitment breaking clause as above****.”*

**Why this is not correct:**

1. A **cheque = financial instrument only** (payment tool).
2. Cannot be demanded as “security” in employment.
3. Such demand = **illegal, coercive, and void** under multiple laws.

***Annexure 1: Why the Company’s Claim is Not Correct in terms of demanding cheque***

1. **Why bonded labour scenario?**

It is evident that the company has created a situation that prevents employees from exercising their fundamental right to resign or seek alternative employment. The following practices clearly indicate the existence of a bonded labour system:

1. **Demand for Undated Security Cheques:**

* Before issuing the offer letter, the company collects an undated cheque worth nearly 75% of the employee’s CTC (amounting to several lakhs).
* At this stage, terms and conditions are not disclosed, thereby coercing employees into financial bondage even before formal employment begins.

1. **Excessive Bond Period:**

* The employment bond mandates a period of **three years**, which is far beyond what is reasonable and enforceable under Indian labour laws.

1. **Retention of Original Certificates:**

* At the time of joining, the company seizes employees’ **Class X and Class XII certificates**, unlawfully restricting their ability to pursue other opportunities or higher education.

1. **Mismatch Between Verbal and Written Terms:**

* Terms discussed during the HR interview differ from those in the offer letter, including compulsory training, working on Saturdays, and other hidden obligations.

1. **Transfer to Non-Technical Roles**

* Employees are recruited as **Software Engineer Trainees**, but many are later shifted to **data research and data entry roles**.
* When employees express dissatisfaction or wish to resign due to this misplacement, they are forced to pay heavy penalties under the bond and cheque conditions, trapping them financially.

1. **Financial Penalties Upon Resignation:**

* Employees are compelled to pay exorbitant amounts (running into lakhs) if they attempt to resign, backed by the previously collected cheque.

1. **Negative Background Verification:**

* If employees join another organization without paying the demanded sum, the company deliberately provides a **negative background check**, sabotaging their future employment.

1. **Withholding of Relieving and Experience Letters:**

* Employees are routinely denied relieving and experience letters unless they comply with the unlawful financial demands.

1. **Harassment and Threats:**

* Employees who attempt to leave are harassed, threatened with fabricated allegations, false cheque-bounce cases, and even **false FIRs**, creating a climate of fear.

1. **Retention of Original Certificates Post-Resignation:**

* Even after resignation, employees struggle to retrieve their original academic certificates, which are unlawfully withheld.

1. **Exploitative Work Environment:**

* Employees face excessive workloads, long working hours including nights and Saturdays, and inadequate training.
* Further, they are restricted to remain within Ongole premises, despite having homes nearby, effectively cutting them off from family support.

1. **What happened in my situation**

Brief summary of my situation:

I joined the company as a Software Trainee Engineer on 20th May 2024 through the regular campus placement process, during which I was compelled to provide an undated bank cheque worth ₹4,87,000/-. I trusted the company owing to the campus recruitment channel.

Soon after joining, I observed several irregularities in the company’s work environment, including inadequate training contrary to what was verbally assured during the HR interview, extended working hours, and incidents of harassment. I personally witnessed our team lead harassing a colleague, who eventually left due to the hostile conditions.

Over time, the same treatment was extended to me. I was consistently assigned ambiguous tasks without adequate training or proper resources, often working on extremely slow and unresponsive servers. Despite submitting multiple formal complaints internally, no corrective measures were taken. I was also burdened with heavy responsibilities that had previously been handled by another employee who had left midway citing harassment and excessive workload. This was imposed without providing me any training or support, and I was frequently compelled to stay until midnight to complete assignments.

Subsequently, I was summoned and given demoralising feedback suggesting that I was unfit for software-related work, and was informed that I would be transferred to a data research and entry role. When I sought clarification, the manager shouted at me. The next day, despite my repeated attempts to seek clarification asking a confirmaiton email, I was coerced to resign and pressurised to pay the bond amount mentioned in the offer letter, which I rightfully refused.

On 17th August 2024, within 2 months 27 days of joining, I formally submitted my resignation, requesting to complete all exit formalities. However, instead of facilitating the process, the company initiated harassment by engaging lawyers to intimidate me through phone calls and threatening messages regarding chequ

1. **Various forms of**

**harassment, intimidation, and threats**

**inflicted upon me.**

As a part of harassment, intimidation and threats, I have undergone several activities inflicted upon me by the company.

1. Warning calls and message regarding legal procedures by lawyer.
2. Lawyer notice to home
3. Rude behaviour with Assistant commissioner of labour, ongole.
4. Summons regarding cheque bounce case on mom (As cheque submitted was mom cheque, because I didn’t have a cheque book by the time of offer letter).
5. Police complaint against me in 1 town police station ongole
6. I was trapped into visiting their office, stating dispute settlement and was given a confession statement to sign on which I denied.
7. Call from one town police station CI, for filing FIR on me.
8. An attempt to fabricate and file a false Cyber crime case against me in Madhapur police station
9. Police FIR on me using the trap situation on jan 21, where I was called for dispute settlement.
10. Filing of a false FIR on me, through court endorsement, as police denied filing it.

***Attack 1: warning messages and phone calls from lawyer***

*The first bounced the cheque provided without our notice and without reasonable amount for 2 months 27 days without proper training. Advocate of company called us and spoke in a warning tone as if I should pay 4,87,000/- else they were soon to intiate legal proceedings.*

A screenshot of a phone

AI-generated content may be incorrect.

**Defence**: *We tried to explain advocate regarding this situation occurred inside the company, which advocate denied understanding.*

***Attack 2****: They sent a lawyer notice to our home on 3rd oct 2024, which we failed to receive.*

***Defence****: Upon knowing this, I immediately raised a complaint to the commissioner of labour, Andhra Pradesh through Honourable Chief minister’s grievance cell.*

***Attack 3: Labour department proceedings and joint meetings.***

*Proceedings were initiated, to resolve the issue by Assistant commissioner of labour,in the labour department office, ongole. We, The manager of the company and i) attended the joint meeting. Despite of respectful position of Assistant commissioner of labour, the manager behaved rudely and asked as if she had not enough powers to deal the issue, and it has to be settled in Guntur, not ongole.*

*Also, the manager continued behaving rudely and disrespectfully with ACL in the following joint meetings too, just to drag the issue and not in an intention to solve and to continue harassment and exploitation. Which was later recorded through an official report from Labour department.*

***Defence :*** *Upon understanding the, manager’s behaviour ( with verbal advice from ACL ) I complained about the situation with Respected collectorate through mail on Nov 13 2024.*

A document with text on it

AI-generated content may be incorrect.

Complaint I made, to the collectorate regarding the issue.

Complete complaint is in Annexure 2

A document with a signature

AI-generated content may be incorrect.

***Attack 4: court summons notice to home***

While this joint meetings were been conducted, regularly till December for resolving the issue, in order to further harass me and my family, they filed a cheque bounce case on my mom, as the bank cheque was my mom’s (I gave my mom cheque as I didn’t possess a bank cheque book by the time of offer letter), on 14th November 2024 under section 138 in the 2nd Additional judicial magistrate court.

Regarding which a summons notice to appear before court on April 30 2025 has been sent in the month of January.

**Defence**: We didn’t do anything but with due respect attended court on 30th April 2025.

A close-up of a document

AI-generated content may be incorrect.

***Attack 5:*** ***Defamation / libel (in written form) & Character assassination***

A person named, Visweswar Reddy Narala, has sent a mail to our Head office HR of my current employer (Tech mahindra)

1. as if I didn’t have a proper background,
2. as if I didn’t have a proper exit from past company
3. as if I stole their crucial data
4. as if I must be terminated urgently.

which were all false and fabricated allegations.

I was asked to give a clear explanation which I given with our HR manager, residing in pune location, Hemanth Mansingh kadam.

**Defence**: I have given a clear explanation on what actually happened, with all complaint details that I made with labour department, how they were actually harassing me everything.

***Attack 6: Harassment through police***

Though I am in an intention to resolve the issue, though mailing to CEO to stop harassment and relieve me with formalities, they have given a complaint against me in Ongole 1 town police station, despite my complaints against harassment to collector and labour department.

Chronologically, I first given a complaint, but, as I was always in an intention to resolve the issue, I didn’t made any formal complaint in police station only.

**Defence**: I was called on to police station, and was informed about the situation, and police asked me to pay money or to join the company again. I respectfully denied and tried to make the police understand the issue which they didn’t even put efforts to understand but given time to take decision and asked me to come again.

In summary, I given a formal complaint about the incident and asked for acknowledgement. But SI T.Tyagaraju, told as if CI is not present and acknowledgment could only be given from CI. We requested that, if complaint has to be filed, it should be filed on both me and company, and not one sided.

Later we were called on to police station for a discussion, Ci and Si advised us to resolve issue outside without making it complicated.

*But siva byrapuneni warned us as if he will be going to file an FIR and make sure a charge sheet will be filed on me if I don’t pay 4,87,000/-. We requested as if we could not afford that huge amount, but could pay around 50,000/- to 1,00,000/- not because I did a mistake, but not to make this complicated. That 50,000/- was an amount that I received as salary during the tenure of around 2 months. He denied and asked if we could give 3,65,000/- which we denied. Then he went saying as if an FIR would be filed against me for sure.*

**Incidents from Jan 18 2025 till jan 22 2025**

*After the incident in police station on 17 jan 2025, a labour department joint meeting has been held. (previously scheduled).*

*A person from the company named visweswar attended and asked the permission of Deputy commissioner of labour asked us to visit their office to resolve the issue and close it immediately.*

*As per the instructions of Visweswar, I went to office on 20th jan, they again continued harassing me through various means and asked me to come next day .*

*On 21 jan I was given a confession statement to agree as if*

1. *as if all my complaints were false and fabricated*
2. *as if I stolen their secret software related information*
3. *as if they didn’t torture me but I complained false*
4. *as if in an intention to defame the company I did all these.*

*I denied and didn’t sign but as asked earlier written an apology, and as instructed mailed apology to CEO. Unhappy with my apology as I didn’t accept any of their allegations, I was asked to wait. All this has been completed before by afternoon.*

*Evening I tried contacting visweswar on status whether they accepted my apology and whether they are providing my relieveing letter in order to leave for Hyderabad to resume my work in tech mahindra. Instead they asked me to wait and left me with no response.*

*I immediately informed everything happened to Deputy commissioner of labour through phone call next day and with a written statement on 25 jan 2025.*

*Later this situation of my visit to company has been used to fabricate and file a false FIR.*

*A close-up of a document

AI-generated content may be incorrect.*

***Attack: Threat to file an FIR on unknown grounds and summons to 1 town police station by Ci 1 town police station through phone call***

*One town police station CI, on Feb 10th 9.30 pm called me and asked me to visit 1 town police statin the next day else they will be going to file an FIR. I asked to file my complaint too if that was the case. Ci told as if my complaint was missing. Old Si, got transferred. And he is going to file an FIR on me immediately.*

***Defence****: I immediately responded and mailed a complaint to Respected Superintendent of Police, Prakasam Dt.*

***Attack****:*  ***Fabricated cyber crime complaint in Telangana (Cross-border) Madhapur police station.***

*A constable named Santosh from Madhapur Police station called me and asked me to come to station immediately for an enquiry related to cyber crime issue, complained by Visweswar representing Snovasys software solutions.*

*Defence: We explained as if this issue is an ongoing issue in labour department, Collectorate and SP office in Andhra Pradesh and gave a clear explanation of the background.*

*It was claimed*

1. *as if iTKonnects was a software developed using their technology.*
2. *As if I am encouraging their employees to resign and leave immediately*
3. *As if I stole their code and sold it to tech mahindra for employment*

***Defence****: I explained that:*

1. *iTKonnects was originally developed in the year 2022 to help students.*
2. *It was an encouragement from college to design and develop android and web applications for better placement opportunities*
3. *It was already known to them through interviews.*

*I explained as if it was developed in college, just to help students which exists far before I know about the company even.*

**Annexures**

***Annexure 1: Why the Company’s Claim is Not Correct***

1**. Cheque as a Negotiable Instrument**

* As per Section 6, Negotiable Instruments Act, 1881, a cheque is an instrument directing a bank to pay a specific sum of money.
* It cannot legally be used as a "security" or a bond to restrict employment freedom.

2. **Prohibition under labour laws**

* Demanding security deposits or cheques from employees is a form of **bonded labour**, expressly prohibited under **the Bonded Labour System (Abolition) Act, 1976.**
* This practice violates **Article 23 of the Constitution of India**, which prohibits forced labour.

3. **Unfair Labour Practice**

* As per **Industrial Disputes Act, 1947 (Fifth Schedule),** imposing unreasonable conditions that restrict resignation is an unfair labour practice.

4. **Criminal Liability**

* Forcing an employee to hand over an undated cheque is **coercion**, falling under **Section coercion (Section 15, Indian Contract Act, 1872),** making such agreements void.
* Misuse of such cheque may also attract **Section 138, Negotiable Instruments Act**, though the company’s intent here itself is unlawful.

**Annexure 2**

1. *Closing report given by respected Assistant commsioner of labour ongole.*
2. *Complaint I made to collectorate.*

A document with a signature

AI-generated content may be incorrect.

***------Report Given by Assistant commissioner of labour, Ongole-----***

A document with text on it

AI-generated content may be incorrect.

A document with text on it

AI-generated content may be incorrect.

**-----complaint I made to the respected collectorate-----**

Detailed Complaint

1. Background of the Complaint (Approx. 200 words)

Provide company details (name, registration, location, number of employees).

State how employees approached you / how you came to know of this issue.

Mention that the matter falls under MRO jurisdiction as per law.

Highlight the seriousness: violation of human rights, labour laws, and bonded labour abolition act.

2. Why a Bonded Labour Scenario Exists (Approx. 200 words)

Unlawful employment bonds: Company imposes restrictive contracts preventing employees from leaving before a fixed period (e.g., 2–3 years), with heavy financial penalties.

Withholding of original documents: Employee educational certificates, ID proofs, and experience letters are forcibly retained.

Debt or penalty traps: Salaries are deducted under false “training cost recovery,” forcing workers to stay against will.

No freedom of exit: Threats of blacklisting, non-issuance of relieving letters, and legal intimidation if an employee resigns.

(Sub-points with bullets make it structured and easy to read.)

3. Exploitation Environment in the Company (Approx. 200 words)

Excessive work hours: Employees forced to work beyond prescribed limits without overtime pay.

Psychological coercion: Threats of job loss, career damage, or harassment if employees protest.

Suppression of grievances: No HR grievance redressal, all complaints suppressed.

Financial exploitation: Salaries delayed or reduced, false deductions for “infrastructure / training.”

Hostile workplace: Surveillance, restrictions on communication, denial of leave.

4. Evidence of Violations (Approx. 200 words)

Attached Documents: Copies of appointment letters with restrictive clauses, salary slips, emails/WhatsApp messages from company.

Witness Statements: Written testimonies of employees explaining coercion.

Government Reports: Inspection/complaints from labour department (if any).

Photographs / Screenshots: Showing working conditions, withheld certificates, or communications.

Legal Provisions Breached: Bonded Labour Abolition Act 1976, Indian Penal Code (Sections 374 & 506), Shops and Establishments Act, IT Policy norms.

5. Prayer / Relief Sought (Approx. 200 words)

Immediate investigation by MRO and Labour Department.

Release of employees from bonded obligations and return of documents withheld.

Legal proceedings against the company management.

Ensuring pending wages, gratuity, and benefits are paid.

Establishment of a safe mechanism for employees to report without fear of retaliation.

Annexures (Proofs & Attachments)

Annexure A – Employee Appointment Letters with Bond Clauses.

Annexure B – Salary Slips showing deductions.

Annexure C – Emails/Chats proving coercion.

Annexure D – Employee Testimonies (signed).

Annexure E – Government office reports/inspections (if any).

Annexure F – Photographs / Screenshots.