

## **List of laws violated**

### **1. Bonded Labour System (Abolition) Act, 1976**

- Submission of a blank cheque as a precondition for employment amounts to indirect bonded labour.

### **2. Extortion (Bharatiya Nyaya Sanhita – BNS Sec. 384)**

- Demand for ₹4,87,000 using threats of legal action and misuse of the blank cheque.

### **3. Fraud / Cheating (BNS Sec. 420)**

- Recruitment as a Software Trainee Engineer and later assigning a Data Entry role without consent.

### **4. Wage Theft and Unfair Labour Practices**

- Salary threats, non-payment of dues, coercion to work overtime or resign.

### **5. Negotiable Instruments Act – Section 138**

- Filing a false cheque bounce case using the pre-signed blank cheque post-resignation.

### **6. Police Harassment / False FIRs**

- False criminal complaints filed to harass and silence you after resignation.

### **7. Threats by Advocate / Harassment**

- Repeated calls and text messages blackmailing you into paying money under threat of legal action.

### **8. Labour Law Violations**

- Disrespect and non-cooperation with Labour Department officials during dispute resolution.

9. Criminal Intimidation (BNS Sec. 506)

- Repeated threats of harm or legal consequences to create fear and force compliance.

10. False Statements in Official Records (BNS Sec. 199)

- Filing knowingly false complaints and allegations in official police records.

11. Criminal Conspiracy (BNS Sec. 120B)

- Coordinated efforts by multiple company officials to harass, extort, and suppress complaints.

12. Cyber Harassment (Information Technology Act, Sec. 66 / 67)

- Sending threats and coercive messages via digital platforms (calls, WhatsApp, emails).

13. Lack of Free Consent (Indian Contract Act, Sec. 14)

- Offer letter and resignation signed under pressure, without proper time or freedom to review.

14. Violation of Right to Life and Dignity (Constitution – Article 21)

- Constant harassment, mental trauma, and denial of basic dignity at work and during legal follow-up.

15. Prohibition of Forced Labour (Constitution – Article 23)

- Employment bond through financial coercion amounts to forced labour.

16. Violation of Just and Fair Working Conditions (ILO Standards / Indian Labour Codes)

- Unjust role change, no training, extended work hours under threat of firing.

#### 17. Violation of Right to Remedy (UN Human Rights Principles)

- Coercing you to sign false declarations and withdraw complaints infringes on your right to seek justice.