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SUPREME COURT

No Witness, No Proof

Supreme Court of India Sets Aside Employee Dismissal Over Unproven Documents

Sheikh Rayees • April 2, 2026

PUBLISHED REPORT

The Supreme Court of India has ruled that an employer cannot rely solely on documents in a departmental enquiry when the employee disputes the charges. If the documents are not admitted, they must be proved through witnesses — and the employee must be given a fair chance to cross-examine them. ?



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