



డా. బి.ఆర్. అంబేద్కర్ సాంఘిక విశ్వవిద్యాలయం
Dr. B.R. AMBEDKAR OPEN UNIVERSITY
EDUCATION AT YOUR DOORSTEP



Prof. G. Ram Reddy Marg, Road No. 46, Jubilee Hills, Hyderabad 500 033

Dr. L. Vijaya Krishna Reddy
Registrar

No. 307/Estt./A-IV/2026-27

Date:24-07-2026

SECOND SHOW CAUSE NOTICE

Sub: Estt., - Technical Staff- Sri C. Lakshmi Ramana, Assistant Engineer (Civil) (Under Suspension)- Disciplinary Proceedings – Show Cause Notice – Submission of Enquiry Officer's Report – Calling for representation against the findings of the Enquiry Officer and proposed penalty - Reg.

- Ref:
1. University orders No.24/Engg/2021-22, dated:02-07-2021.
 2. University orders No.472/Estt./2024-25, dated: 11-12-2024.
 3. Report of the Committee dated: 17-12-2024.
 4. Note No.165/Estt.P/Admn/2024-25, dated:24-12-2024.
 5. E-mail letter dated: 31-12-2024 of .P.Jyothsna Devi.
 6. Note No.176/Estt.P/Admn/2024-25, dated:09-01-2025.
 7. University Orders No.637/Estt/B-III/84-PF/2024-25,dated:14-02-2025
 8. University Orders No.500/Estt/A-IV/2025-26,dated:15-12-2025.
 9. Articles of Charges issued dated:29-08-2025
 10. Report of the Enquiry Officer, dated:18-07-2026.
 11. Vice-Chancellor's approval dated: 22-07-2026

Whereas, disciplinary proceedings were initiated against Sri C. Lakshmi Ramana, Assistant Engineer (Civil) (Under Suspension) working in the Engineering Branch of the University failed to maintain absolute integrity and devotion to duty and thereby committed an act of misconduct resulting in violation of Dr.BRAOU Service Rule-3 (a) & (b) under Part-IV: Conduct Rules and behaved in a manner in contravention of the Code of Conduct applicable to a University employee and thereby violated the Dr.BRAOU Conduct Rules.

Whereas, the University has placed Sri C. Lakshmi Ramana, Assistant Engineer (Civil) under suspension, vide reference 7th cited pending enquiry as the incumbent has failed to act upon for the compliance of the works assigned to him.

Whereas, an Enquiry Officer was appointed by the University, vide reference 8th cited. The Enquiry Officer, vide reference 9th cited has served an Article of Charges to the delinquent officer to enquire into the charges framed against the delinquent officer and after conducting a regular departmental enquiry by affording reasonable opportunity of hearing and following the prescribed procedure, has submitted his Enquiry Report, vide reference 10th cited.

Whereas, the Enquiry Officer has concluded that Charge No. I, Charge No. II, Charge No. III and Charge No. IV are proved on the basis of evidence adduced during the enquiry. A copy of the Enquiry Report is enclosed herewith.

The Disciplinary Authority has carefully gone through the Enquiry Report and proposes to consider the findings recorded therein for passing appropriate orders under the relevant provisions of the Dr. B. R. Ambedkar Open University Service Rules.

Accordingly, before taking a final decision in the matter, the Delinquent Officer is hereby called upon to submit his representation, if any, against the findings recorded by the Enquiry Officer and also on the proposed penalty, within 07 (seven) days from the date of receipt of this notice.

The Delinquent Officer may specifically state:

1. Whether you dispute any finding recorded by the Enquiry Officer;
2. The grounds on which such findings are challenged;
3. Any mitigating circumstances which you wish the Disciplinary Authority to consider while deciding the quantum of punishment;
4. Any legal or factual submissions in your defense.

If no representation is received within the stipulated period, it will be presumed that you have nothing further to submit and the matter will be decided ex-parte on the basis of the material available on record without any further notice.

This Show Cause Notice is issued in compliance with the Principles of Natural Justice and the law laid down by the Hon'ble Supreme Court requiring supply of the Enquiry Report before imposition of any penalty.

Hence, Sri C. Lakshmi Ramana, Assistant Engineer (Civil) is directed to **SHOW CAUSE** as to why disciplinary action shall not be initiated against him for failing to maintain absolute integrity and devotion to duty and thereby committed an act of misconduct, which tantamount to violation of the Conduct Rules of Dr.BRAOU Service Rules; vide Rule-3 (a) & (b).

Sri C. Lakshmi Ramana, Assistant Engineer (Civil) should submit his comments/ objections on the Enquiry Report, so as to reach the undersigned within seven days from the date of receipt of this Show Cause Notice.


REGISTRAR

Encl: Enquiry Report

To
Sri C. Lakshmi Ramana,
Assistant Engineer (Civil) (Under Suspension)
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