

AND IN THE MATTER OF:-

Workday, Inc.

**6110 Stoneridge Mall Road,
Pleasanton, California 94588,
United States of America**

.....Complainant

Versus

Navin Verma,

D 56, Saket, Delhi - 110078, India

Email:- shbhm.singhal1999@gmail.com

Phone:- (+91) 9560740729

.....Respondent

AWARD

21.05.2026

1. The present arbitration proceedings are initiated under and in accordance with the INDRP, and the INDRP Rules of Procedure which are adopted by the National Internet Exchange of India (NIXI) which governs the dispute in connection with .IN domain name.
2. The Complainant has filed the subject complaint against the Respondent seeking transfer of domain name <workdayindia.in> from the Respondent to the Complainant.
3. The Registrant/Respondent has registered the <workdayindia.in> (hereinafter 'disputed domain name') with the domain name Registrar duly accredited with the NIXI i.e. GoDaddy.com LLC since 29th December, 2025.

Procedural history

4. I was appointed as an Arbitrator by the NIXI in the present matter vide their email dated 24.04.2026. The said email dated 24.04.2026 containing the complaint alongwith documents thereto and statement of acceptance and declaration of impartiality and independence of the Arbitrator

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was marked to the Respondent (<shbhm.singhal1999@gmail.com>) as well. The said email of the Respondent is reflected as such in the WHOIS record of the disputed domain name. The Respondent has vide his email dated 24.04.2026, after receiving the aforesaid email from NIXI, stated as under:-

“I do not wish to contest the matter and am willing to transfer the domain name. I would request reimbursement of the domain registration and related costs incurred.

Kindly let me know how to proceed.”

Therefore, it is apparent that the Respondent received all the documents pertaining to the present complaint which were served upon him.

5. The Arbitrator issued a notice dated 27.04.2026 under Rule 5(c) of INDRP Rules of Procedure whereby the Respondent was directed to file its reply to the complaint till 15.05.2026. It was clarified therein that if the Respondent fails to file any reply then the complaint would be decided based on its merits and email dated 24.04.2026 of the Respondent
6. In view of foregoing, it is apparent that the Respondent was duly served with domain complaint along with all other documents. The Respondent was provided with ample opportunities to file its proper reply. This Tribunal has received aforesaid communication/reply dated 24.04.2026 from the Respondent and no proper reply or objection to the Complaint is received by the Arbitrator.
7. Rule 5(d) of the INDRP Rules of Procedure states that the date of commencement of the arbitration proceeding shall be

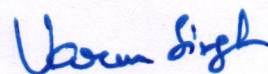
the date on which the arbitrator issues notice to the Respondent. Therefore, the date of commencement of arbitration in the present case is 27.04.2026. Rule 5(e) of the INDRP Rules of Procedure states that an Arbitrator shall pass an award within a period of 60 days from the date of commencement of the arbitration proceeding and in exceptional circumstances, the timeline may be extended by a maximum period of 30 days by the Arbitrator subject to a reasonable justification in writing. The present award is passed within the timelines prescribed under the INDRP Rules of Procedure.

Issues for consideration


8. Paragraph 4 of the INDRP provides the grounds on which a complaint can be filed by the aggrieved Complainant who considers that a registered domain name conflicts with his/her legitimate rights or interests on the following grounds:
 - (a) the Registrant's domain name is identical and/or confusingly similar to a Name, Trademark or Service Mark etc. in which the Complainant has rights; and
 - (b) the Registrant has no rights or legitimate interests in respect of the domain name; and
 - (c) the Registrant's domain name has been registered or is being used either in bad faith or for illegal/unlawful purpose.


Contention of the Parties

9. The Complainant in its complaint, *inter alia*, states the following:-



- a. The Complainant is a renowned provider of enterprise cloud applications for finance, human resources, and planning. It was established in 2005. It is a leader in enterprise software industry, offering innovative and scalable solutions that enable organisations to efficiently manage business functions. The Complainant's services are utilised by more than 11,000 organisations worldwide, including over 65% of Fortune 500 companies. Its solutions are deployed across more than 175 countries and territories with interfaces available in over 35 languages.
- b. The Complainant maintains substantial online presence through its official website at www.workday.com which is a central platform for providing information about its products and services, as well as for engaging with customers, partners, and stakeholders globally.
- c. The Complainant is the proprietor of the distinctive trademark "WORKDAY," which is identical to its trade name. Complainant has been trading under the trademarks 'WORKDAY' and 'W' for nearly 20 years. The trade marks

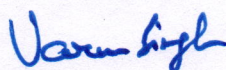


'WORKDAY' and  are registered in India under trade mark no. 2915617 and 2915619, respectively. The said trade marks are registered in other jurisdictions as well such as Malaysia, Mexico, Australia, China, Japan, New Zealand, Iceland, UK, Brazil etc.


- d. Complainant maintains an active and prominent social media presence on popular platforms such as Facebook, Instagram, X, LinkedIn, and YouTube, among others. These pages are

constantly updated with the latest information about the WORKDAY marks, along with its services, and customer engagement content.

- e. The Complainant has an established presence in India through its Indian subsidiary Workday India Private Limited which was incorporated as early as August 20, 2018 with offices in Mumbai, Pune, and Chennai.
 - f. The reputation and goodwill earned by the Complainant across the world (including in India), the WORKDAY mark has come to be exclusively associated with the Complainant's services and any unauthorized use of the WORKDAY mark by any third parties would cause the public to believe that such use has been authorized or is associated with the Complainant in some manner.
 - g. It has come to notice that the Respondent had registered the disputed domain name on December 29, 2025, without any authorization whatsoever. The disputed domain name wholly incorporates the registered WORKDAY trademark and is identical to the Complainant's domain www.workday.com except for the country code domain extension, where the Complainant has a top level domain country code (.com), the disputed domain has a India's country code top-level domain (.in) with the addition of "india" in the second-level domain.
10. The Respondent vide his email dated 24.04.2026 consented to the transfer of the disputed domain name to the Complainant. No other formal reply or objection to the complaint from the Respondent was received by the Arbitrator.



Respondent's disputed domain name is confusingly similar to Complainant's trade mark

11. The trade mark and trade name of the Complainant are in use prior to the registration of the disputed domain name.
12. The Complainant is successful in showing the prior use of its registered trademarks. Furthermore, the WHOIS record w.r.t the domain name of the Complainant shows that its domain name <www.workday.com> is registered and is in use prior to the creation of the disputed domain name. The trade marks of the complainant i.e. trade marks 'WORKDAY' and  are registered in India. Therefore, the said trade marks have statutory protection in India.
13. Furthermore, the Complainant has physical presence in India through its subsidiary Workday India Private Limited which has offices in India.
14. It is well established law that the specific top-level domain name (TLD) such as '.com', '.net', '.in' etc does not affect the domain name for the purpose of determining whether it is identical or confusingly similar (*Relevant decision:- Rollerblade, Inc. v. Chris McCrady*¹). Therefore, TLD '.in' is to be disregarded while comparing the disputed domain name with the trademark of the Complainant. When the trade mark/name of the Complainant 'WORKDAY', and the disputed domain name are considered, there is no doubt that the disputed domain name is confusingly similar to the registered trade mark 'WORKDAY' of the complainant,

¹ WIPO Case No. D2000-0429

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domain name <www.workday.com> and trade name of the complainant.

15. Furthermore, the Respondent has used the whole of the registered trade mark and tradename of the Complainant in disputed domain name.
16. The domain name and the registered trade mark of the Complainant are in prior use vis-à-vis the disputed domain name.
17. In view of foregoing, it is apparent that the disputed domain name is confusingly similar to the registered trade mark, the domain name, and trade name of the Complainant. Therefore, The Complainant has established its case under paragraph 4 (a) of the INDRP.

Respondent has no rights or legitimate interests in disputed domain name

18. The Respondent has used the entire registered trade mark and trade name 'WORKDAY' of the Complainant, in the disputed domain name. The Respondent is not commonly known by the domain name. Furthermore, the registration of the disputed domain name is created and used without any consent of the Complainant.
19. The Respondent through the disputed domain name makes a hopeless attempt to make an association with the Complainant's trade mark/name and domain name which can never be termed as legitimate use of the disputed domain name. The disputed domain name uses in its entirety the word 'WORKDAY' which is the registered trade mark of the Complainant, to apparently divert the users from the

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Complainant's platform.

20. The Respondent cannot be said to have any legitimate right or interest in the disputed domain name which is confusingly similar to the registered trade marks and trade name of the Complainant.
21. The disputed domain name incorporates a trade mark which is neither owned by the Respondent, nor the Respondent is known by the name 'WORKDAY'.
22. The Complainant has been using its domain name which was registered much prior to the registration of the disputed domain name. The disputed domain name is similar to the domain name of the Complainant.
23. Therefore, the Respondent/Registrant has no rights or legitimate interest in respect of the disputed domain name. The Complainant has established its case under paragraph 4 (b) of the INDRP.

Baid Faith

24. The registration of the disputed domain name affects the rights of the Complainant vis-à-vis its registered trade mark which finds its place prominently in complainant's domain name, and in its trade name as well. Therefore, the Complainant's right to exclusively use its registered trade mark is affected by the registration of the disputed domain name.
25. The disputed domain name will negatively affect the goodwill and reputation of the Complainant thereby disrupting business of the Complainant. The disputed domain name can divert the internet users to itself who otherwise would visit the website of the Complainant resulting in

disrupting the business of the Complainant. Therefore, the registration of the disputed domain name is in bad faith according to paragraph 7(d) of the INDRP.

26. The Respondent registered the disputed domain name much subsequent to the registration of the domain name of the Complainant. The said registration of the disputed domain name is in bad faith to confuse internet users as to a possible association between the disputed domain name and the Complainant. The registration of the disputed domain name is in bad faith according to paragraph 7(c) of the INDRP.
27. The confusing similarity of the disputed domain name to the Complainant's registered trademark, trade name, and domain name coupled with the Respondent's lack of legitimate rights, demonstrates bad faith in registration of the disputed domain name.
28. In view of foregoing, it is apparent that the registration of the disputed domain name is in bad faith to hurt the commercial activity of the Complainant. The Complainant has established its case under paragraph 4 (c) of the INDRP.

Consent of the Respondent to transfer the disputed domain name to the Complainant

29. In view of the email dated 24.04.2026 by the Respondent whereby the Respondent has clearly consented to the transfer of the disputed domain name to the Complainant, the complaint deserves to be allowed as there is no objection to prayer in the complaint seeking transfer of the disputed domain name from the Respondent to the Complainant.

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Decision

30. In view of the foregoing, it is ordered that the disputed domain name <workdayindia.in> be transferred to the Complainant from the Respondent. Parties are ordered to bear the cost of the present proceedings.

Varun Singh

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Sole Arbitrator

Varun Singh

Advocate-on Record

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