

National Law University Odisha

01-06-2024

Notice: Decision on Sexual Harassment

To all University Members,

A formal complaint of sexual harassment was filed against a student engaging in deemed inappropriate and aggressive behavior i.e. making derogatory remarks, and threats of physical harm, including rape threats. Following a thorough investigation, the Internal Complaints Committee (ICC) has arrived at its decision.

Decision:

That the respondent is not found guilty of sexual harassment based on available evidence, however, corrective measures are warranted to address his conduct and ensure a conducive environment for all stakeholders.

Consequently, the following directives have been issued on the recommendation of the ICC and by order of the Vice Chancellor, dated May 28, 2024:

- 1. No Contact Order:** The respondent is issued a No Contact Order; to prevent further interaction with the complainants, ensuring their safety and well-being.
- 2. Counseling:** The respondent is advised to undergo counseling sessions to address underlying issues contributing to his behavior and to prevent recurrence of similar incidents.
- 3. Fine:** In light of deceptive behavior during the proceedings, the respondent is fined Rs. 2000/- as a disciplinary measure.
4. With respect to the matters of Intoxication and Verbal Altercation, the ICC has abstained from deliberating on these issues, as they are concurrently under consideration by the Proctorial Board of NLUO.

This decision is effective immediately and is to be strictly adhered to by all concerned parties. Any violation of these directives will be subject to further disciplinary action.

We expect all members of the University community to uphold the principles of respect and dignity, and to contribute to maintaining a safe and inclusive environment for all.

Sincerely,

Internal Complaints Committee (ICC)

NLUO.