

National Law University Odisha (NLUO)

24-10-2024

Notice: Decision on Sexual Harassment

To all University Members,

A formal complaint of sexual harassment was filed against a student involving inappropriate behavior in the form of sending a lewd comment through social media. Following a thorough investigation, the Internal Complaints Committee (ICC) has reached its decision.

Decision:

The respondent is found guilty of inappropriate conduct amounting to sexual harassment under the NLUO Sexual Harassment Prevention, Prohibition & Redressal Regulations, 2021. However, given the respondent's admission of the act, expression of remorse, and cooperation throughout the investigation, the following corrective measures are warranted:

Consequently, the following directives have been issued on the recommendation of the ICC and by order of the Vice Chancellor, dated October 23, 2024:

1. **No Contact Order:** The respondent is issued a No Contact Order, preventing any form of interaction with the complainant, both in person and through digital platforms, to ensure the safety and well-being of the complainant.
2. **Counselling and Gender Sensitization:** The respondent is required to undergo one month of mandatory counselling and attend a gender sensitization workshop. An attested report of participation must be submitted to the ICC in the first week of January upon the university's reopening.
3. **Formal Warning:** The respondent has been issued a formal warning regarding the inappropriate conduct.

The above directives are effective immediately and must be adhered to strictly by all concerned parties. Any violation of these directives will result in further disciplinary action.

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

Sincerely,

Dr. Priyanka Anand

Chairperson

Internal Complaints Committee (ICC)

NLUO