

National Law University, Odisha (NLUO)

Internal Complaints Committee (ICC)

Public Notice – Summary of ICC Decision (Case No. ICC/NLUO/2025/SH/04)

In accordance with the *Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013* and the *NLUO Sexual Harassment Prevention, Prohibition & Redressal Regulations, 2021 (as amended in 2024)*, the Internal Complaints Committee (ICC) of National Law University, Odisha, has completed an inquiry into a student-related complaint of sexual harassment.

- **Date of Complaint:** 13 September 2025
- **Commencement of Inquiry:** 20 September 2025
- **Hearings Conducted:** 10 October 2025 (Complainant and Respondent)
- **Final Decision and Submission of Report:** 14 October 2025

The ICC followed due process as mandated under the POSH Act and the University's internal regulations, ensuring fairness, confidentiality, and an opportunity of hearing to both parties.

After careful examination of the written submissions, witness statements, and corroborative evidence, the Committee found that the respondent engaged in unwelcome verbal and physical conduct with sexual undertones, constituting sexual harassment under Regulation 2(m)(1) and 2(m)(3).

Key Recommendations Implemented by the University

1. **No-Contact Order:** The respondent has been prohibited from initiating or maintaining any form of direct or indirect contact with the complainant or identified witness for the remainder of the course.
2. **Disciplinary Measures:** Imposition of a monetary fine, disciplinary probation, and temporary disqualification from student leadership and representation roles.
3. **Rehabilitative and Sensitisation Measures:** Mandatory counselling sessions on gender sensitivity, consent, and behavioural accountability; compulsory participation in a Gender Sensitisation Committee (GSC) workshop.
4. **Institutional Directions:** Reinforcement of late-hour access restrictions to academic spaces, circulation of an advisory on the University's alcohol policy, and a campus-wide sensitisation programme titled "*Boundaries, Consent, and Communication.*"

The ICC reaffirms that the inquiry was completed within the prescribed 90-day period, the report was submitted to the Vice-Chancellor on 14 October 2025, and the University has accepted and initiated implementation of all recommendations.

National Law University, Odisha reiterates its zero-tolerance policy towards sexual harassment and its commitment to maintaining a safe, respectful, and inclusive campus environment for all students, faculty, and staff.

Members of the NLUO community are reminded that the Internal Complaints Committee (ICC) functions as an independent and confidential redressal body. Concerns or complaints regarding sexual harassment may be addressed to icc@nluo.ac.in.

Issued by:

Dr. Priyanka Anand

Presiding Officer (Chairperson)

Internal Complaints Committee (ICC)

National Law University, Odisha

Date: 14 October 2025