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NATIONAL LAW UNIVERSITY ODISHA

PUBLIC NOTICE – SUMMARY OF ICC DECISION

(CASE NO. ICC/NLUO/2026/SH/01)

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:** 21 January 2026
- **Commencement of Inquiry:** January 2026 (within statutory timeline)
- **Hearings Conducted:** Multiple hearings conducted in accordance with Regulation 11
- **Final Decision and Submission of Report:** 24 February 2026

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

After careful examination of the written complaint, documentary and electronic evidence (including institutional email records), witness testimony, and the written and oral submissions of the respondent, the Committee—applying the standard of preponderance of probabilities—found that the respondent engaged in sustained and unwelcome conduct constituting sexual harassment under Regulation 2(m) of the NLUO POSH Regulations.

The findings included, inter alia:

- Public humiliation and use of derogatory language through institutional email systems;
- Persistent online harassment and digital monitoring;
- Stalking and intimidating conduct within and outside campus;
- Threatening conduct communicated through intermediaries;
- Misuse of institutional communication platforms;
- Disclosure of sensitive personal information without consent;
- Conduct creating a hostile and unsafe academic environment.

The ICC unanimously held the respondent guilty of sexual harassment and related misconduct under the applicable statutory and institutional framework.

Key Recommendations Implemented by the University

1. **Suspension:** Suspension from the University for one academic year, including suspension from academic, co-curricular, and institutional activities.
2. **Hostel Suspension:** Suspension from University hostel facilities for the remainder of the course.
3. **No-Contact Order:** A strict prohibition on any direct or indirect contact with the complainant, including physical, verbal, digital, or third-party communication.
4. **Institutional Restrictions:** Removal from positions of authority or representation and temporary bar from representing the University.



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5. **Mandatory Counselling:** Compulsory participation in structured professional counselling focusing on gender sensitivity, consent, and behavioral accountability.
6. **Communication Restrictions:** Restriction on use of institutional email systems and requirement of formal written apology through official channels.
7. **Compliance Clause:** Non-compliance with any direction may result in escalation of disciplinary action, including possible expulsion.

The ICC reaffirms that the inquiry was completed within the prescribed statutory period, and the report has been submitted to the Vice-Chancellor for implementation in accordance with Regulation 15(b).

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:

Priyanka Anand

Dr. Priyanka Anand

Presiding Officer (Chairperson)

Internal Complaints Committee (ICC)

National Law University, Odisha

Date: 24 February 2026