National Law University, Odisha

(NLUO) Internal Complaints

Committee (ICC)

Public Notice – Summary of ICC Decision (Case No. ICC/NLUO/2026/SH/06)

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:** 13th August 2026
- **Commencement of Inquiry:** 20th August 2026
- **Submission of Report:** 9th October 2026

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, oral testimonies, witness statements, and corroborative evidence, the Committee found that the respondent engaged in an unwanted conduct with sexual undertones including unwelcome physical and verbal conduct of sexual nature which has created a hostile and intimidating environment for the complainant constituting sexual harassment under Regulation 2(m) of NLUO Sexual Harassment Prevention, Prohibition & Redressal Regulations, 2021 (as amended in 2024).

Key Recommendations Implemented by the University

1. **No-Contact Order:** A strict no-contact directive has been imposed prohibiting any form of communication or interaction, whether direct or indirect, physical or virtual, with the complainant for the remainder of the tenure at the University.
2. **Warning and Apology-** i) A strict warning be issued to the Respondent directing restrain from any such activity/ies in future.

   ii) The respondent to submit a written apology addressed to the complainant through ICC.
3. **Disciplinary Measures:** i) Suspension from the University hostel for a period of 1 Year

   ii) Bar on representing the University in any co-curricular/extra-curricular activities for a period of 1 year

   iii) Removal from any positions of responsibility in the University and bar on holding any positions of responsibility in the University for a period of 1 Year.
4. **Rehabilitative and Sensitisation Measures:** i) Mandatory counselling sessions, from any qualified professional, focusing on issues of consent, personal boundaries, and respectful interpersonal conduct. ii) Compulsory participation in a Gender Sensitisation Committee (GSC) workshop.
5. **Institutional Directions:** Reinforcement of institutional safeguards and sensitization by organizing Gender sensitization programs specifically centered on the concept of consent and boundaries.

The ICC reaffirms that the inquiry was completed within the prescribed 90-day period, the report was submitted to the Vice-Chancellor on 9th October 2026, and the University has accepted and initiated implementation of recommendations mentioned hereinabove.

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 members of the NLUO community. 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. Divya Singh Rathor
Presiding Officer (Chairperson)
Internal Complaints Committee
(ICC) National Law University,
Odisha