

National Law University Odisha

14-11-2023

Notice: Decision on Sexual Harassment

To all University Members,

A formal complaint of sexual harassment was filed against a student concerning the sending of vulgar and inappropriate messages containing sexual content to an employee of a Law Firm. Following a thorough investigation, the Internal Complaints Committee (ICC) has arrived at its decision.

Decision:

After careful consideration, the ICC has found the respondent student guilty of sexual harassment and of damaging the reputation of the University. Consequently, the following directives have been issued on the recommendation of the ICC and by order of the Vice Chancellor, dated November 9, 2023:

- **Formal Letter of Apology:**

The respondent is mandated to send a formal letter of apology to the complainant. This letter shall be forwarded through the ICC.

- **Mandatory Counseling:**

The respondent is required to undergo mandatory counseling for a period of one year, commencing from January 2024 to January 2025.

- **Suspension from Student Committees/Societies/Centers:**

The respondent shall face suspension from all student-run committees, societies, and centers for the entire duration of their academic tenure at the University, i.e., until April 2026.

- **Internship Committee Bar:**

The respondent is prohibited from applying for any internships through the NLUO Internship Committee for the entire duration of their academic tenure at the University, from January 2024 to April 2026.

- **Gender Sensitization Committee Requirements:**

The respondent is obligated to participate in volunteer work for events related to the Gender Sensitization Committee throughout their academic tenure at the University, from January 2024 to April 2026.

- Mandatory attendance is required in all seminars, sessions, and events organized by the Gender Sensitization Committee during the same period.

- **Academic Restrictions:**

No exemptions will be granted for attendance claims, late submissions, or any other academic activities beyond the deadlines for a period of one year, from January 2024 to January 2025.

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.