



NYAYA SHASTRA

presents

1st Nyaya Shastra Online Judgement Writing Competition

<https://forms.gle/UL9ba996vf8oa9La9>

Resource Person

Madhav Kumar

office.nyayashastra@gmail.com

+91 9693318468

About Us

Nyaya Shastra functions as a catalytic nexus facilitating the actualization of jurisprudential excellence via an integrative matrix of investigative scholarship, pedagogical enhancement, awareness facilitation, and competitive dynamism. Our organizational ethos is characterized by an unwavering commitment to the advancement of juridical knowledge and discursive engagement. Our foundational objective involves the creation of a vibrant, tripartite *communitas* encompassing juridical enthusiasts, scholars, professionals and students, thereby fostering an ecosystem conducive to transformative growth, innovation, and excellence within the legal sphere. Ultimately, our visionary agenda entails the establishment of Nyaya Shastra a paramount, interdisciplinary platform synthesizing legal research, education, and awareness, thereby transcending the historico-theoretical dichotomy between academic jurisprudence and pragmatic jurisprudence.

Event Timeline

**1st
January
2025**

Registration Starts

**10th
January
2025**

Registration Ends

**12th
January
2025**

Assignment of Team Code

**15th
January
2025**

Release of Clarification

**20th
January
2025**

Ssubmission Ends

**31st
January
2025**

Results

Event Details

Write to define justice! Step into the judge's seat in the Online Judgment Writing Competition and make your verdict unforgettable as the Nyaya Shastra team is excited to announce its 1st Online Judgement Writing Competition.

Nature of the Case

Criminal

Name of the Court

Session's Court of Indica

Eligibility

This competition is open to all students of –

- 1) 3 years U.G. Law Course
- 2) 5 years U.G. Law Course
- 3) Post Graduate Law course

Registration Details

Registration is Mandatory for each team to obtain the Team Code.

Any Submission without the Team Code will be disqualified.

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Registration Fee

INR. 299/- (for single author)

INR. 399/- (for co author)

Registration Fee

The Team must comprise –
Minimum 1 member
Maximum 2 members

Submission Guidelines

- Submissions shall be made in word format.
- All submissions are to be made via a google form (to be provided later).
- Judgement word limit: 5000 words.
- Referencing must be through hyperlink.
- Judgement should be free from any error of grammar, spelling, punctuation etc.
- Only 10% plagiarism allowed.
- Judgment must be in English Language.
- Use of AI is strictly prohibited.

Formatting

- Font style – Times New Roman
- Size – 12
- Line spacing – 2
- Alignment – Justified
- File Name – teamcode.doc

Evaluation Criteria

The evaluation will be based on various criteria including but not limited to:

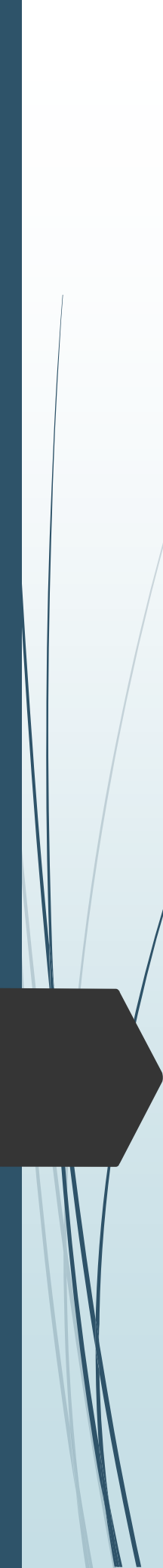
- Content
- Writing Style
- Technical Accuracy
- Factual Accuracy
- Knowledge of Law
- Familiarity with the Theme
- Overall Impact

Awards & Prizes

- First Prize – INR 5000/-
- Second Prize – INR 3000/-
- Third Prize – INR 2000/-

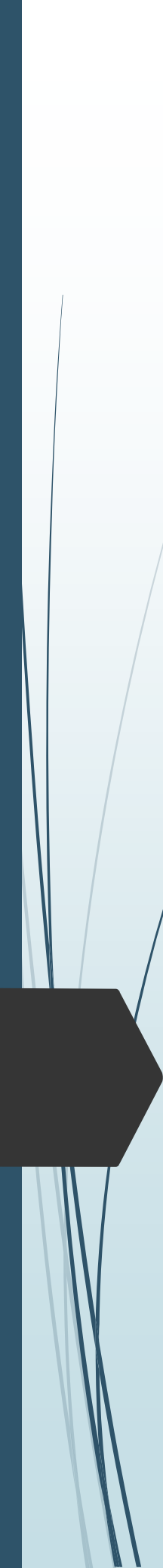
Proposition

The case before the Session's Court involves a labyrinth of allegations, counter-allegations, and systemic failures at Global Tech Solutions Pvt. Ltd., a prominent multinational technology firm. At the center of the dispute is Anita Sharma, a senior software developer with an unblemished five-year track record until late 2022, when her professional environment took a hostile turn. Anita has accused her team leader, Ramesh Kapoor, of workplace harassment, including discriminatory behavior, verbal abuse, and professional sabotage, which she claims escalated after she rejected Kapoor's inappropriate advances during a company-sponsored Diwali party in November 2022.



Anita alleges that Kapoor, visibly intoxicated, made suggestive remarks about her career prospects, attempted to touch her shoulder, and insinuated a quid pro quo arrangement. Despite being deeply uncomfortable, Anita did not immediately file a formal complaint, fearing backlash in a male-dominated workplace. The harassment allegedly continued in subtle and overt forms, including exclusion from key projects, belittling remarks during team meetings, and a conspicuous downgrading of her performance review in April 2023, which was inconsistent with her prior appraisals.

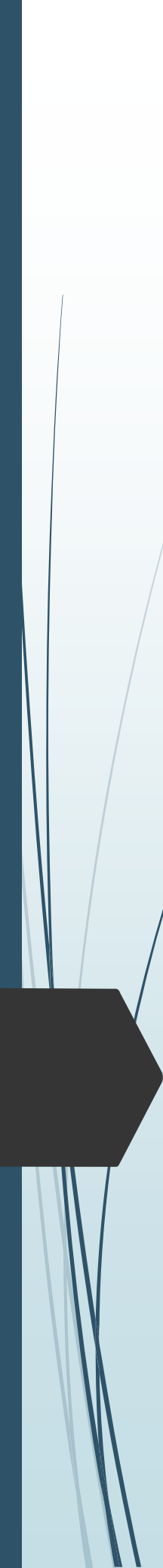
In January 2023, Anita filed a formal complaint with the company's Internal Complaints Committee (ICC) under the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013.



She submitted email exchanges and screenshots of internal chat messages as evidence of Kapoor's derogatory remarks, alongside corroborative statements from colleagues Priya Desai and Arun Gupta, who initially supported her claims. However, Anita contends that the ICC conducted a perfunctory inquiry, failed to interview key witnesses, and dismissed her complaint as "unsubstantiated." Emboldened by the ICC's inaction, Kapoor allegedly escalated his retaliatory behavior, undermining Anita's credibility within the team and spreading rumors about her "lack of professionalism." Anita filed a second complaint in May 2023 with additional evidence, but the ICC again dismissed it without explanation.

This email, marked "strictly confidential," was mysteriously leaked within the organization, further isolating Anita and damaging her professional reputation.


Matters came to a head when, on July 15, 2023, Anita was abruptly terminated on charges of "gross misconduct." The termination letter cited an internal audit report indicating that she had shared sensitive project data with an external consultant, Rajiv Mehra, without authorization. While the company argues that Anita's actions constituted a severe breach of its Code of Conduct, Anita maintains that she acted on the verbal instructions of her immediate manager, Kavita Nair.



Supporting her claim, Kavita submitted a notarized affidavit confirming that Anita was instructed to share the data as part of a collaborative project. However, complicating the narrative, forensic analysis of Anita's work laptop revealed that the email to Mehra contained an additional unauthorized attachment: a confidential financial report unrelated to the project. Anita has categorically denied tampering with the email and alleges that someone within the company may have planted the attachment to frame her. Notably, Rajiv Mehra is now employed by a rival firm, raising suspicions of corporate espionage.

The defense has also presented evidence suggesting that Anita had frequent disagreements with colleagues and had once expressed

frustration over her work environment in an email to HR, which they claim reflects her inability to work collaboratively. Kapoor, meanwhile, has denied all allegations, portraying himself as a victim of a baseless vendetta initiated by Anita to deflect attention from her own professional shortcomings. Adding another layer of complexity, Kapoor has filed a defamation suit against Anita, seeking damages for the reputational harm caused by her allegations.



The case has taken an even darker turn with the emergence of an anonymous whistleblower within Global Tech, who submitted a letter to the police claiming systemic failures in the company's handling of harassment complaints.

The whistleblower alleges that the ICC routinely dismisses complaints against senior employees to protect the company's image and provided details of three other employees who faced retaliation after raising grievances. The letter has prompted calls for an independent investigation into the ICC's functioning and the broader corporate culture at Global Tech.

The Sessions Court must also grapple with conflicting witness testimonies. Priya Desai and Arun Gupta, who initially supported Anita's harassment claims, later retracted their statements, citing "misunderstood context." However, it has come to light that both employees had private meetings with Kapoor shortly before their retractions, raising questions about coercion or inducement.

Furthermore, surveillance footage from the Diwali party shows Kapoor speaking animatedly to Anita, but gaps in the footage leave the context ambiguous. The resignation of the Head of HR, shortly after Anita's termination, adds to the intrigue, especially since his resignation letter references "undue pressure from senior management" without elaboration. The Sessions Court faces the formidable task of untangling this multifaceted dispute. It must determine whether Ramesh Kapoor is guilty of sexual harassment and retaliation under Sections 354A and 509 of the IPC; whether Anita Sharma's termination was a legitimate response to misconduct or a retaliatory act violating principles of natural justice; whether the ICC failed in its statutory

obligations under the Sexual Harassment Act; and whether Anita's sharing of data with Rajiv Mehra constitutes criminal breach of trust under Section 408 of the IPC. The court must also consider whether the alleged tampering of evidence and the whistleblower's letter warrant further investigation into systemic issues within Global Tech.

In addition, the court must evaluate the merits of Kapoor's defamation suit against Anita, which raises broader ethical questions about the misuse of legal processes to silence complainants. The judgment will require a meticulous analysis of evidence, including forensic reports, testimonies, and electronic records, while addressing the interplay of power dynamics, corporate accountability, and individual rights.



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(Madhav Kumar)