

National Human Rights Commission
(Investigation Division)
(Group-II)

Case No. 134/18/28/2025-WC

Spot Enquiry Report

1. Preliminary:

a)	Name of the Complainant	Sh. Ashutosh B.
b)	Date of incident	16.02.2025
c)	Date of action taken by the Commission	28.02.2025
d)	Date of Direction of the Commission for Spot Enquiry	03.03.2025
e)	Date of receipt of case file for spot enquiry in Group.	28.02.2025
f)	Proposed dates for Spot Enquiry	06.03.2025 to 08.03.2025
g)	Places to be visited	KIIT, University and KISS Campus, Bhubaneswar, Odisha
h)	Team details	1. Sh. Joginder singh (Registrar, Law) 2. Sh. Hari Lal Chouhan, SSP and 3. Avinash Kumar, Inspector Investigation Division

2. Gist of the Complaint:

The Commission has received a complaint dated 28.02.2025 on behalf of Sh. Ashutosh B. R/o L-107 Housing Board colony Baramunda, Bhubaneswar, Odisha. As per the complaint, he has been subjected to the fact that a Nepali student at Kalinga Institute of Industrial Technology (KIIT) University, had faced harassment by her ex-boyfriend, named Advik Srivastava, and that the university's International Relations Office (IRO) had neglected her complaints, contributing to her tragic suicide. Protests by Nepali students seeking justice were met with verbal abuse, threats, and physical assault by KIIT officials and security guards. Additionally, the complainant accused Kalinga Institute of Industrial Technology (KIIT) University and Kalinga Institute of Social Sciences (KISS) of exploiting tribal children, violating their human rights, and engaging in illegal land acquisitions. A 2017 Child Welfare Committee report revealed poor living conditions at Kalinga Institute of Social Sciences (KISS), including overcrowding, unclean



facilities, and lack of basic amenities. The complainant urged the commission to take action against KIIT officials, including founder Achyuta Samanta, for their failure to address harassment complaints and their involvement in the exploitation of tribal students.

3. Directions of the Hon'ble Commission:

The Commission while passing orders in the instant case, *inter-alia* directed as follows:

"Considering the seriousness of the matter, the commission directs the Registrar (Law) to proceed for inquiry in (KIIT) University, Bhubaneswar to conduct an on spot inquiry along with team consisting two officers from investigation division, one not below the rank of SSP and one officer/official from Law division and submit its inquiry report to the commission by 10th march, 2025."

4. Issues Involved:

i. a Nepali student at Kalinga Institute of Industrial Technology (KIIT) University, faced harassment by her named ex-boyfriend, Advik Srivastava.

ii. The university's International Relations Office (IRO) had neglected her complaints, contributing to her tragic suicide.

iii. Protests by Nepali students seeking justice were met with verbal abuse, threats, and physical assault by KIIT officials and security guards.

iv. Kalinga Institute of Social Sciences (KISS) of exploiting tribal children, violating their human rights. The report of the 2017 Child Welfare Committee revealed poor living conditions at Kalinga Institute of Social Sciences (KISS), including overcrowding, unclean facilities, and lack of basic amenities.

5. Modalities adopted during the Enquiry:

Pursuant to the direction of the Hon'ble Commission, a team of investigation and law division consisting of Sh. Joginder Singh (Registrar, Law), Sh. Hari Lal Chouhan (SSP), and Avinash Kumar (Inspector) conducted a spot inquiry into the matter in Kalinga Institute of Industrial Technology (KIIT) University and Kalinga Institute of Social Sciences (KISS) Bhubaneswar, Odisha from 06.03.2025 to 08.03.2025. During the course of the inquiry, the NHRC team visited the places of incident where the suicide took place and recorded the statements of the Nepali students, complainant, alleged KIIT officials, independent witnesses, and government officials. The documents and reports related to this investigation were also collected.

The NHRC team first visited the QC-4 hostel, KIIT university campus, and interacted with hostel students and KIIT officials and subsequently also visited the Kalinga Institute of Social Sciences (KISS).

6. Gist of statements:

i. Statement of Ms. Bandita Ray Age 40 years (Hostel incharge of QC-4) KIIT Campus, Bhubaneswar, Odisha. Mobile #8339870209.

She stated that she received a call on 16.02.2025 at about 04.46 pm. She reached in front of room no. 4A-125; some Nepali students were gathered in front of the room, and there were staff also; they were trying to open the door. Monalisha Acharya saw through the glass window, and they tried to break it with the iron rod of the hanged curtain. Monalisa and Rashmita used a stone to break the glass of the window. Thereafter, Rasmita Nayak entered the room through a small glass window. One of the students untied the dupatta knot off They thought that she was alive, and they called an ambulance and took her to the hospital. Apart from this, she did not know anything regarding this matter. After the incident, she heard from different sources that the deceased girl was harassed by someone. She also stated that there was no CCTV installation in the hostel except in the reception and reading room. As per her statement, the mobile of the deceased was seized by the scientific team. She is not aware of any complaint by the deceased to the administration regarding harassment.

ii. Statement of Ms. Rashmita nayak age-33+ years (Hostel attendant of 4th floor) KIIT, campus Bhubaneswar, Odisha , Mobile-9938289698.

She stated that, on 16.02.2025 at about 04.46 pm, she got a call from roommate, Kanchan. Kanchan Das and Mitali Yadav were roommates of the deceased. When she was reached on the 4th floor, there was a gathering of students in front of room no. 4A-125. She enquired from roommates; they told her that she left the room just before 10 minutes, and when she came back, her room was closed from inside, and her friend was not responding. After that, she also knocked on the door, and then she stood on the chair and saw was hanged. Thereafter they tried to open the door, but at last Monalisa stood up on the table and broke the glass with cemented stone. Then she entered through the broken window. She opens the door and unties the knot from her neck with the help of other staff. She noticed that when untying the knot, the girl was alive. Then she, staff, and other students took her to KIMS hospital. After examining her, the doctor declared her dead. Meanwhile, her cousin brother named Siddhant also reached the hospital. She was not aware of any complaint issued by As per her statement, was a disciplined girl and serious about her studies. There was no record available that the deceased entered the hostel after 08.00 pm. She tried her best to save her.

iii. Statement of Ms. Monalisa Acharya Age-32 years (Hostel attendant of 3rd floor QC-4) KIIT, campus Bhubaneswar, Odisha, Mobile-9658334534.

She stated that when she was reached in front of room no. 4A-125. She broke the window of glass with a cemented stone. Thereafter, she felt uneasy and went downstairs. She did not enter the room, and she did not see whether the girl was



hanging with the fan. She can't say if that girl was alive or dead while untying the dupatta from his neck. She never heard about any friendship or relation of the girl. She was hardly there for 5 minutes on the 4th floor. She was not that much aware of the girl and her complaints.

iv. Statement of Ms. Jayanti Nath Age 50 years (Addl. Director of all girls hostel and student affairs) KIIT, campus Bhubaneswar, Odisha, Mobile-7978605121.

She stated that she got a call from the hostel in charge, Bandita Ray, informing her about the suicide and student gathering. She called the chief proctor and told him about the incident. She, along with officials, reached the reception; she saw that some students and staff were carrying _____ to the hospital in an ambulance. Then she took a meeting with all the superintendents of QC-4, and they came to the QC-4 hostel and tried to console the condition. She also said that students used very bad words during consoling; she stated that there are no CCTVs except in the reception and reading room in the QC-4 hostel. It was in her knowledge that _____ had given a complaint to IRO. She was also aware of the dispute between the girl and the boy. She also said that _____ and Advik were together at 10.00 pm on 15.02.2025, after the fest. She also accepted that there was no complaint box and register regarding sexual harassment-related matters. There were no posters to promote awareness and prevent sexual harassment. The college was not conducting self-defence and stress management for girl students. As per her statement, ICC members contact details were not publicly available. She said that at the time of the incident, most of the students left the campus, but now 800 students are back.

v. Statement of Dr. Manjusha Pandey Age- 44 years (Associate Professor Cum senior superintendent of QC-1) KIIT, campus Bhubaneswar, Odisha, Mobile-8763999448.

She stated that she got a call from the Sr. superintendent that a girl committed suicide, and girl students gathered in front of IRO. She requested her to come on campus. Then she visited IRO and requested the students return to their hostels. After some time, the VC of KIIT came and tried to console the students. But the agitation of students continued almost the entire night. After that sine die order was declared by college authorities. That after colleges manage buses to drop students at the railway station. She was not aware whether that sine die was for all students or only for Nepali students. As per the directions of authorities, she informed the students to pack their belongings. She stated that there was no CCTV except in the reception and reading room in the QC-4 hostel. She also accepted that there was no complaint box and register regarding sexual harassment-related matters. There were no posters to promote awareness and prevent sexual harassment. The college was not conducting self-defence and stress management for girl students. As per her statement, IRO resolved the matter between _____ and Advik. She was already suspended by college authorities through a show-cause notice for alleged unwanted behaviour with the



students. She submitted her reply, and she never spoke anything against Nepal and Nepali students.

vi. Statement of Ms. Himani Bansal Agrawal Age- 21 years (Student of 3rd year IT) KIIT, campus Bhubaneswar, Odisha, Mobile-9937456386.

She stated that she is staying in another hostel; she was not much aware about Prakriti. She got a call from her friend, who told her that _____ was known to her. She said that _____ was a well-behaved girl. On 17.02.2025, two wardens came to her room and said that they have to leave the campus within two hours. She was also aware of the protest done by students on the night of 16.02.2025. Then she left for her hometown, Nepal. She also raised a question on the grievance redressal mechanism in KIIT. Regarding any issue, they have to approach IRO.

vii. Statement of Ms. Kanchan Das Age- 21 years (Student of 3rd year CSE and room-mate of deceased) KIIT, campus Bhubaneswar, Odisha, Mobile-9661350623.

She stated that she was staying with _____ a few days before her suicide. She did not tell anything about her contact with any boy. On the day of the incident, when she left the room, _____ was not there in the room, but when she returned, the room was locked from inside. She and her friends knocked on room 4A-125, but _____ did not respond. Her friends informed the warden, and she broke the glass and went inside. On 17.02.2025, the warden along with the lady constable said that we have to leave the campus. Then she left for her hometown, Nepal. After a few days, she received a call from the college to return back. She also raised a question on the grievance redressal mechanism in KIIT.

viii. Statement of Ms. Pooja Yadav Age- 22 years (Student of 3rd year CSE) KIIT, campus Bhubaneswar, Odisha , Mobile-9040672901.

She stated that, on 16.02.2025 at about 04.00 to 05.00 pm, she was sleeping and her friends were getting ready for the fest. At this time, roommates of the deceased were knocking on room 4A-125, and she woke up with this noise. They tried for 20 minutes; upon failure to open the door, they called the warden. Then one of the students saw through the glass panel that something was hanging with the fan. Then the warden took a table from the other room and tried to open the door. She finally broke the glass panel with the stone and entered the room. They saw the body of the deceased hanging with the fan. The students and warden took her to the hospital, where she declared her dead. On the same day, the boys started a protest outside the hostel. On 17.02.2025, KIIT officials named Jayanti Nath and Manjusha Pandey and ordered them to leave the hostel within 2 hours without citing any reason. According to her, there is no complaint box and register in the hostel for any grievances and harassment issues. There is no counselling centre on campus and no awareness poster



related to sexual harassment. If there was any issue, they had to approach IRO. She heard that _____ also went IRO 2 times regarding difficulties faced by her.

ix. Statement of Ms. Ranjita Prusty Age- 37 years (Security guard campus - 6) KIIT, campus Bhubaneswar, Odisha, Mobile-7381355954.

She stated that, on 16.02.2025, she was on duty at the college gate. At about 10.30 pm, 100 or more students entered through the QC gate. After agitation, she came to know that one girl student committed suicide in the QC-4 hostel. She came to know from media resources that the Nepali students left the campus due to the sine die order issued by college administration.

x. Statement of Ms. Babuli Nayak Age - 31 years (Security guard campus - 6) KIIT, campus Bhubaneswar, Odisha, Mobile-9658732878.

She stated that, on 16.02.2025, she was on duty at the college gate. At about 04.30-05.00 pm, hostel staff called her on the 4th floor. After reaching the 4th floor, she saw that hostel staff and some students were carrying the body of a girl to an ambulance, and they left for KIMS hospital. After this, she returns to her duty point QC gate. She saw _____ and Advik one or two times in front of the QC gate before the incident. She did not know anything about agitation. She said that on 17.02.2025 Nepali students left the hostel at about 10.00 am to 11.00 am.

xi. Statement of Mr. Abu Talib Khan Age- 51 years (Security guard supervisor) KIIT, campus Bhubaneswar, Odisha, Mobile-7978519894.

He stated that, on 16.02.2025, he was on duty at campus-6 gate no.63 in front of the QC hostel. At about 0430pm on 16.02.2025, a lady guard informed that there was some problem in the QC-4 hostel, and the warden called her. After 10 to 15 minutes, an ambulance came out from the QC-4 hostel gate. After that, the lady guard Babuli Nayak informed about the incident. On the same day, the hostel warden of QC-4 called him and said that students were trying to break the door. So he rushed with another supervisor to handle the situation, but students broke the gate and came out from the campus and blocked the road for justice in the _____ case. As per his statement, students blocked the road until the morning of 17.02.2025. On 17.02.2025 at about 1100 am, a warden named Sasmita informed him telephonically that buses were coming and boarded the students onto the buses, and the warden told him that students were leaving for their hometown. He said that during the agitation, KIIT officials and the administrative officer tried to console the students. He heard that Nepali students left for their hometown, and he also heard about the _____ suicide incident.

xii. Statement of Mr. Pradeep Kumar Puri Age - 49 years (Security guard supervisor) KIIT, campus Bhubaneswar, Odisha, Mobile-8249177459.

He stated that on 16.02.2025, he was on duty at campus-13 at the fest function. He left for campus 06 for biometric, where he came to know about the suicide incident.



After that, he, along with another supervisor named Abu Talib Khan, rushed towards the QC-4 hostel gate at about 10:30 pm, where he saw a huge gathering of girl students who were trying to push the hostel gate. About 500 male students were trying to enter the QC-4 hostel. About 1000 male and female students came out of campus 6 and started agitation for justice in the _____ case. As per his statement, students blocked the road until the morning of 17.02.2025 at 0725 am. He said that during the agitation, KIIT officials and the administrative officer tried to console the students. That after he ended his duty and came again at 0200 pm on the same day. He comes to know about the incident through social media.

xiii. Statement of Mr. Jnyana Ranjan Mohanty (Registrar) KIIT, Deemed University Bhubaneswar, Odisha.

He stated that he heard from the people that the deceased had some relationship with a boy, Advik Srivastava, who is also a student of the same university in mechanical engineering (automobiles). The girl, _____ has given a complaint to IRO regarding harassment by Advik Srivastav. The girl had stated in her complaints that if the matter did not get reconciled, she would commit suicide. According to the complaint, the deceased girl was not willing to continue her relationship with Advik Srivastav. She also wrote in her complaint that her nude photographs taken by Advik Srivastav should have been deleted from his possession/mobile. Thereafter, IRO informed the Director of Student Affairs and the then Joint Registrar Administration, who is presently the Director of Administration. The IRO sent mail to the Director of Student Affairs and the then Joint Registrar of Administration. Then Joint Registration Administration and Director, Hostel made contact with the tutor mentor of the student and the student Advik Srivastav. The above-stated authority directed Advik Srivastava to delete contents related to the deceased girl, and Advik Srivastava complied with the direction of the above-stated three university officials. Moreover, the mobile handset was also seized by them. The committee of the above stated three persons directed Advik Srivastav to leave the hostel and only come back with his father. After almost one month or twenty days, he came back with his father, and they both gave an undertaking to the internal committee to the effect that they will follow the rules and regulations of the university and hostel as well. Except for the above undertaking, no other disciplinary action, etc., was taken against Advik Srivastava. The committee also returned the mobile handset of Advik Srivastava, which was acknowledged by him. The above-stated persons of the committee had given information regarding action taken against the students to IRO. He also came to know that on the same day of receiving information from Srivastava IRO, the girl came to IRO, and she was satisfied with the action taken by the university authorities. Thereafter, university authorities or IRO never received any complaint from the deceased girl.

On the day of the incident of the deceased girl's committing suicide, he came to know about the incident in the evening of the 16th Feb, 2025. The student and warden, etc., removed the girl to the hospital, where she was declared dead. After knowing the



fact that the girl had died, the college authorities held a meeting and constituted an internal committee. The committee discussed the incident and submitted an incident report to the Vice Chancellor. There was an agitation by the students in the late hours, which continued for the entire night. The students were asking for the arrest of Advik Srivastava, whereas the authorities had informed the students that the boy, Advik Srivastava, had already been arrested by the police. But the students still were not satisfied, and they were asking to know in whose custody the student is confined. Some students were brought to the police station to confirm that the student Advik Srivastava has been arrested. Thereafter, some students were asking to get a copy of the FIR, which was provided by us to the students. The boy students were still not happy, and they moved to the girls' hostel, and they managed to enter the girls' hostel complex; thereafter, they broke the gate of the hostel QC-4 and called girl students also to join the agitation. The above-stated entire incident started after 9.30 PM, and boy students entered the girl hostel after 11.00 PM. Then our chief proctor informed the police. First, college authorities informed the police in the evening about the incident. The authorities again informed the police after 9.30 PM, and the police reached the spot. The students were agitated for the entire night. In between, the vice chancellor came and requested all the students to come for a meeting, and if they have any grievance, they should come for a meeting. During the night, the students came on the road in front of the girls' hostel. Even after so many pursuits, the students came for a meeting in the auditorium, and the vice chancellor agreed to fulfil all the demands of students. But students were still not agreeing to that, and they were asking for the laptop and mobile phone of the deceased, and we apprised the students that the room of the deceased student had already been locked by the police, and the police were waiting for the forensic team to examine the spot of the incident. We also requested police officials to apprise the students that the first forensic team will come, and then only the laptop and mobile phone may be removed from the room. Even the students were not cooperating with the police, and students were asking to ascertain whether the room of the deceased girl is locked or not.

In the morning at about 4.00 AM, the students blocked the road, which is a public road connected to basic amenities of the general public, and the same road led to some villages also. The students were raising slogans, and they were also calling their friends from other hostels to join the protest. Some Nepali police officials were called to explain the situation to the Nepali students, and they were trying to make them understand. But the students were not ready to unblock the road. The protest was done mainly by Nepali students, but some other Indian students were also part of the protest. The senior officer of the university has given a written request that the protest may be led to other students of the university and the clash may increase. I also recommended sine die as a precautionary measure. His recommendation, along with the request of senior members, was put up to the Vice Chancellor, and he approved the note sheet regarding declaring sine die at about 7.00 AM. They had requested the students to vacate the hostel to go to their local guardian. To facilitate the students, they provided transport for



the students if they required it to drop them at their convenient place. Almost one thousand Nepali students had left the campus on 17th Feb 2025. At present, almost 940 students have been returned to their respective hostels, and classes have also resumed. He was aware that there is a video showing that our staff members were trying to console the situation, but in a spur of the moment, they had given some unwanted words reciprocated to the words of the students. They had installed cameras in the hostel of girls in common places like reception, dining, and study hall, and I can provide video footage for 16th and 17th February 2025 related to hostel QC-4 and nearby areas. It is true that the sine die notice was only for Nepali students to protect the loss of studies of thirty thousand other students. They also provided tickets to the students to return back and resume their studies. They had withdrawn the sine die notice at about 4.00 PM on 17.02.2025. He tendered video footage on a pen drive, a complaint given by the deceased to the IRO almost one year back, a sine die notice dated 17.02.2025, an initial inquiry report, sine die proceedings, and a note sheet, etc. They have online counselling facilities always available to the students. The university is following UGC guidelines properly regarding the safety of the girl students'. As per his knowledge, the deceased never came for counselling. The university has already terminated two officials, Jayanti Madam and Manjusha Pandey. It is correct that despite receiving a complaint from IRO, the university authority has not informed the police but tried to resolve it themselves.

xiv. Statement of Dr. Ipsita Satpathy, Chairperson ICC, KIIT, Deemed University Bhubaneswar, Odisha.

She stated that she was not aware that any complaint was given by deceased Prakriti to IRO. The deceased girl, never came to ICC. The IRO or any other authorities had not referred or transmitted the complaint to the Internal Complaint Committee (ICC). On showing the complaint to the deponent, she stated that the complaint dated 12.03.2024 given by the deceased girl comes within the purview of the ICC committee, and on receiving such a complaint, it should have been forwarded to the ICC committee. In my opinion, the complaint is related to capturing nude photographs and sexual harassment, and so the matter must have been reported to the police. The university website displays the list of chairpersons and members of ICC, and the number of conveners is also mentioned on the website of the university. The website of the university also has a helpline number for the purpose of the cases of sexual harassment. Not even till today had she received any complaint related to deceased girl I have no idea whether the complaint received from the deceased girl dated 12.03.2024 was forwarded to the police for taking action or not. She knew that the sine die notice was issued by the university authorities for Nepali students, and I came to know from a media report that Nepali students had left the hostels.



xv. Statement of Mr. Partap Kumar Chamupati, Director Administration, KIIT, Deemed University, Bhubaneswar, Odisha.

He stated that he received a complaint from [redacted] about sexual harassment and capturing nude photographs by a student, Advik Srivastava. He received a complaint on 12.03.2024 through mail from Resham Nawaz. He saw the mail on 13.03.2024. In pursuance of the complaint of [redacted] the student Advik Srivastava was called through Tutor Mentor and asked to delete the nude photographs of the girl, and Advik Srivastava had formatted his mobile phone by using factory settings. He and other members of the disciplinary committee had seen that the student Advik Srivastava had formatted his mobile phone by adopting factory settings. But he had not seen whether any nude photographs of girls were in the mobile or not. The student Advik Srivastav formatted his mobile phone in the presence of the disciplinary committee, and in this regard, he was tendering an internal disciplinary committee proceeding memo dated 13.03.2024. We have also intimated Dr. Samaresh Mishra, Director (Student Affairs) and chairman of the University Disciplinary Committee, about the proceedings. Neither the investigating officials nor the disciplinary committee forwarded the complaint to the police but resolved the issues in terms of the meeting dated 13.03.2024, and the proceedings are signed by me along with other members Anish Pandey and Sudhir Rath. He had not informed the police regarding the complaint of sexual harassment made by the deceased girl. Mr. Sudhir Rath had informed everything to Resham Nawaz regarding the proceedings of the disciplinary committee dated 13.03.2024. He has not received any other complaint from the deceased girl. In my opinion, the video circulated through media related to comments by Jayanti and Manjusha Pandey is inappropriate and not acceptable in any manner. The sine die notice was circulated at about 6.00 AM on 17.02.2025, and students are asked to vacate the hostel. The students started leaving the hostel at about 8.30 AM. The sine die proceedings/notice was only for Nepali students. The students were protesting for the entire night, and they were calling Nepali students, and no other students were involved in the protest. On calling for a protest by the Nepali students, the other countries, including India, were supposed to join the protest during the intervening night of the 16th-17th of February 2025, but the sine die notice was not for anyone other than Nepali students. The hostel was closed for Nepali students after issuing a sine die notice.

xvi. Statement of Ms. Resham Nawaz Dy. Director IRO, KIIT, Deemed University Bhubaneswar, Odisha.

She stated that she was aware that a student, [redacted] had committed suicide on 16th Feb, 2025, in Room No.4A-125, QC-4. She was aware that the deceased girl had given a complaint of sexual harassment and captured nude photographs lying with one of the students, namely Advik Srivastav. She had also written in her complaint that she had extended a threat to the boy that she would commit suicide if he didn't delete the nude photos. She was suspended by the authorities after the incident of committing suicide by [redacted] There is a team of 4/5 people to look after such complaints. The



complaint related to Nepali students used to be dealt with by Sri Siddharth Roy because students were comfortable talking to Mr. Siddharth Roy. After receiving complaints from deceased girl

Smarita Pati met with Siddharth Roy and asked in what manner the complaint related to nude pictures has to be dealt with. Thereafter, Siddharth Roy stated that she should contact the chief proctor. The Chief Proctor advised her to forward the complaint to the Registrar. She had not interacted with the girl personally even after receiving a complaint from her, but Smarita Pati was dealing with the case, and she was deposing only on the basis of receiving information from Smarita Pati. She dealt with the complaint dated 25th of January, 2025, where she met the deceased girl for some time, but mainly the complaint was dealt with by Siddharth Roy. I filed the incident report dated 18.02.2025 regarding the complaint of the deceased girl and her friends dated 25th January, 2025. She had filed a report dated 18.02.2025 at the instance of the registrar according to facts narrated by him. But she did not have any personal information and knowledge regarding the above incident dated 25 January 2025. On the 27th of January 2025, a warning letter was issued to the deceased girl to the effect that she had misbehaved with a student, i.e., Advik, which she handed over to the team of NHRC. On the 17th of February, 2025, at about 7.00 AM, I reached the hostel, where Jayanti, Joint Director of Hostel, and Manjusha met me and informed me that the Registrar had issued a sine die notice for the Nepali students, so they had to be informed. She asked Jayanti and Manjusha whether the sine die notice was only for Nepali students or for all the students. Then they replied that the order of sine die is only for Nepali students. She also asked to show the official order of the Registrar, and they produced the order to me. Then she went to the 4th floor of QC-4. She informed the students that they would have to vacate the hostel because the registrar had issued sine die proceedings. So she complied with the order of the registrar but did not make any comments or provide any information on her own. The Nepali students started leaving the hostel at about 12.00 PM-1.00 PM. To facilitate the students, the college offered buses to drop them at convenient places, but some of them refused to take service and replied that they could manage on their own. It is true that the viral videos related to Manjusha and Jayanti are really insensitive towards the Nepali students and their country, and they should not have spoken. The total strength of Nepali students is almost 1100, and almost all the students left the campus on 17th February, 2025. Now, she was not aware of how many students resumed their studies because she was suspended then. On the 27th of January, 2025, Advik Srivastava had given a complaint that the cousin brother of the deceased girl is giving him a life threat. In pursuance of the complaint of Advik Srivastava, Siddhanta had given in writing that he would not do any misconduct with Advik Srivastava. On the 25th of January, 2025, the deceased girl slapped Advik Srivastava.

xvii. Statement of Ms. Smarita Pati, Astd. Director IRO, KIIT, Deemed University Bhubaneswar, Odisha.

She stated that she received a complaint dated 12.03.2024 from regarding sexual harassment and capturing nude photographs by one of the students of



the university, namely Advik Srivastav. She personally met the deceased girl. After receiving the complaint, she consulted with Siddharth Roy because she had never dealt with such a type of complaint. On the basis of advice from Siddharth Roy, she gave the complaint to Resham Nawaz, who transmitted a copy of the complaint through mail to concerned persons. over the telephone, Resham Nawaz Madam made a telephone call to the Director, Hostel Sudhir Rath, because the girl was from Nepal whereas the boy was Indian. Neither she nor Resham Nawaz informed the police about the complaint. The next day, the deceased girl came to me and said that her problem had been resolved due to the intervention of the college authorities. She informed her that the boy had left the hostel for Lucknow, and he also deleted the nude photographs from his mobile phone. The photographs of the girl were not deleted before me or on my instance. She could not say on whose instance the nude photographs of her were deleted and why the boy had left the hostel. The registrar had already submitted a document related to resolving the issue related to the deceased girl. He has also submitted the deposition and declaration given by the deceased girl and the alleged offending boy. As per her knowledge, the mobile phone of Advik Srivastav was formatted in the presence of Advik Srivastav and disciplinary committee members Sudhir Rath, Director Hostel; Sri P.K. Chhamupati, Joint Registrar Administration; and Dr. Anish Pandey, Tutor Mentor, who are members of the disciplinary committee meeting held on 13.3.2024. So as per her knowledge, the nude photographs of the girl were deleted from the mobile of Advik Srivastav. She never received any other complaint from the deceased girl. She met with the girl twice after the above complaint, but she always said that everything was fine. At about 7.15 AM on 17.02.2025, she came to know that sine die has been declared, but she never contacted any students regarding vacating the hostel. She was not as much aware of the UGC guidelines regarding women's safety. After reaching the hostel at 7.15 AM on 17.02.2025, she came to know that Nepali students had been directed to vacate the hostel. The students were in the hostel till 1.00 PM, but thereafter girls stated that the students of their country are going, so they are also willing to accompany them. Almost all the girl students had left the campus on 17.02.2025, but 15-20 girl students returned back on the same day by 9.00 PM. More than 700 students have returned back, whereas almost 300 students will resume their classes shortly.

xviii. Statement of Ms. Arati Roy (Student of 3rd year CSE) KIIT, campus Bhubaneswar, Odisha.

She stated that on the morning of 17.02.2025, Jayanti Nath, Manjusha Pandey, and the warden came to the hostel and said that you Nepalis have to vacate the campus and pack up your bags and go out. When she said that, why should we go? Then she replied, We have become over-smart, and we'll have to go out of campus within 2 hours. We Nepali girl students were all sitting outside the room of ____ At the same time, Jayanti Nath and Manjusha Pandey, along with the warden, came there and said that we have not respected the founder, sir, but protested against him. They



were also blaming them for beating and misbehaving with the warden. The video clips available on the social media are true, and such clips are available to us; if required, we are ready to make them available. The above-stated lady staff of the university who were extending threats to the Nepali students and giving directions to vacate the hostel by knocking on their room doors. Two policewomen were also with Jayanti and Manjusha madam, and they were also threatening the students to vacate the hostel; otherwise, they would be driven out with their belongings. Their hostel is raised up to the 4th floor, including the ground floor. But there is no provision of a lift in the building. In the hostel building, the authorities have not deputed any guard, but only wardens live on the ground floor, whereas no one has been deputed on every floor as a guard. She does not have any knowledge of whether any ICC was formed for the complaint redressal. No awareness program was conducted by the university related to spreading awareness about sexual abuse or sexual harassment at the workplace. They were not aware of the Protection of Women from Sexual Harassment at the Workplace Act, 2013, and no such information was available on the portal of the university.

xix. Statement of Mr. Siddhant Sidgel, Rigesha Sharma, Samyog Sharma and Anurodh Khanal (deceased cousin brother and nepali friends) KIIT, campus Bhubaneswar, Odisha.

They stated that they were not aware of the complaint dated 12.03.2024 given by against Advik Srivastava. They were not aware of the relationship between and Advik Srivastava, but sometime after the 20th of January, 2025, they came to know that Advik Srivastava was blackmailing her regarding her nude pictures to do public or send to the family members. On the 25th of January 2025, there was a dispute between and Advik Srivastava as she made a mobile call to Anurodh Khanal for help, and then they went to the IRO Office along with Anurodh, Samyog, and Rigesha, where IRO assured us that no incident would happen in the future and Advik Srivastava would not make any contact with . The IRO also assured that both will not contact each other in the future. We also told Prakriti if anything happens in the future, she can contact us directly. On the 29th of January 2025, IRO called and apprised me that Advik Srivastava had given a complaint for extending the threat as Siddhant assured to IRO and also given a written undertaking that Siddhant will not do any misconduct with Advik Srivastava, and Siddhant also assured the IRO that he will not interact with Mr. Advik Srivastava anymore.

After receiving information regarding the suicide of they, along with friends, went to KIIMS hospital, where she was already declared dead by the doctor. Siddhant Sidgel made a complaint to the police, which resulted in an FIR. After some time, Advik Srivastava was arrested by the police. We all four returned to campus IRO and noticed that some Nepali students were protesting that the college authorities/ IRO did not take timely action as committed suicide. The protest continued till the morning. At about 3.30 AM, we all four returned to our respective rooms and slept. In the morning at about 7.00-8.00 AM, someone woke us up and told us that all the Nepali



students have to vacate the college campus. The hostel wardens and university authorities directed the Nepali students to leave the campus within a few hours. After the sine die notice, the Nepali students were leaving their hostel, and authorities forcefully compelled us to vacate the premises. Guards and bouncers called by the college authorities were extending threats and did manhandling with the Nepali students, and due to fear, the Nepali students were leaving the hostel. Nepali students were forced to board the bus to drop at Cuttack, Bhubaneswar, and Khordha Railway Stations. Almost 1000 students left campus as a consequence of the above behaviour of college authorities. Their cousin sister committed suicide due to sexual harassment committed by Advik Srivastav and non-cooperative behaviour of university authorities. .

The incident would have been avoided if the authorities had taken proper action in a timely manner.

xx. Statement of S.I. Pramila Marei (Initial IO of case Infocity PS) Bhubaneswar, Odisha.

She stated that she initially did an investigation of the case, and now the investigation has been transferred to Inspector Bijayeeni Malla, Judicial CP headquarters. The police station in Infocity received an MLC regarding the suicidal death of which was entered in the daily diary, and she was appointed as the investigation officer for the case. She visited the spot of the incident, which was locked by police staff, before reaching me in order to preserve the site scene and evidence. She received the original MLC on 16.02.2025 at 08.00 PM. On 17.02.2025, an FSL team visited the place of incident, room no. 4A-125 in QC-4, KIIT hostel, Bhubaneswar. The mobile phone, laptop, and charger of the deceased were seized and sealed by the forensic team and handed over to her. She sent the laptop and mobile phone to the State Forensic Lab to collect evidence, and she had received a report from the Forensic Lab. She can provide a report and photographs if required by any authority.

She seized the autopsy videography on a pen drive, which is part of the investigation, and now she has handed over all the documents to present investigating officer Bijayeeni Malla, Inspector, Judicial CP headquarters on 22.02.2025. On the night of 16th-17th Feb 2025, the students were protesting for almost the entire night, and they were demanding the laptop and mobile handset of the deceased girl, but they were not in a position to open the spot room because it was locked to preserve the evidence for the forensic team. In the morning, the college authorities issued a sine die notice to vacate the hostel by the Nepali students. She cannot say how many students left the hostel in consequence to the sine die notice of the university. Only one guard used to depute for the entire hostel (4 floors), where approximately more than 1000 students are residing. She is tendering a copy of the FIR, a copy of the PM report, an inquest report, a query report, and a spot visit report to the NHRC team.



xxi. Statement of Inspector Bijayeeni Malla (Present IO of case) Bhubaneswar, Odisha.

She stated that she took charge of investigation case No. 54 dtd. 16.02.2025 u/s 108 BNS as per the order of Commissioner of Police vide Order No. 130/CP.CON dtd. 22.02.2025. As the case turned under sections 75, 78, 79, 108, 294, and 296 of the BNS read with sections 66E, 67, and 67A of the IT Act. After taking charge of the investigation, she visited the spot and examined the witnesses and staff of KIIT. She also seized documents relating to the complaint of regarding the involvement of an Indian student named Advik Srivastav. She collected all the documents relevant to the case. She also stated that police have never received any complaint from the deceased and KIIT Administration. As per her statement, the accused has been arrested by the police, and he has been in judicial custody since 17.02.2025, excluding 3 days of remand from 19.02.2025 to 22.02.2025.

xxii. Statement of Sh. Asutosh B. R/o L-107 Housing Board colony Baramunda, Bhubaneswar, Odisha (Complainant to NHRC).

The complainant stated that he adopted the fact of the complaint to NHRC dated 20.02.2025. He also complained that basic amenities are not sufficient for the number of students accommodated on campus. He alleged that two officials of KIIT named Jayanti Nath and Manjusha Pandey made derogatory comments against a neighbouring country like Nepal. He also submitted that the college doesn't have a fire safety certificate as per the norms, which may result in a severe incident in the future. He also stated that college has given admission to the tribes and gotten a subsidy from the government. As per him, there is no complaint redressal mechanism in college. The CWC report has not been complied with by the government to date and the college authority as well. He requested that an investigation be conducted, and wrongdoers be punished as per law.

7. Gist of documents:

Sr./No.	Types of documents
1.	Complaint Letter to Deputy Director, IRO by deceased on 12.03.2024 regarding harassment
2.	Copy of mail reg. complaint from students, forwarded to Director student administration by Resham Nawaz on 12.03.2024
3.	Copy of disciplinary committee meeting proceedings Dated. 13.03.2024
4.	Copy of undertaking by Mr. Advik Srivastava on 04.04.2024 regarding to reconsider the decision to keep him in the hostel for year 2023-24.

5.	Copy of application to the Director, Hostel by Advik Srivastava regarding leaving the hostel after 4 th semester dtd. 18.04.2024
6.	Copy of application to Director, Hostel by Advik Srivastava regarding receiving of iPhone on 04.04.2024
7.	Copy of undertaking by Mr. Manoj Srivastava, guardian of Mr. Advik Srivastav dtd. 04.04.2024 regarding to reconsider the decision to keep his ward in the university/hostel for year 2023-24.
8.	Copy of hostel admission form of Advik Srivastava
9.	Complaint letter to the Director, Hostel by Advik Srivastava
10.	Copy of sequence of events regarding death of deceased
11.	Copy of approval required for putting Mr. Advik Srivastav under suspension as he was in police custody.
12.	Copy regarding reconstitution of Internal Complaint Committee in KIIT Campus vide Order No. KIIT-DU/614/23 dtd. 20.07.2023
13.	Copy of Special Grievance Redressal committee for international students vide Order No. KIIT-DU/360/25, dtd. 05.03.2025
14.	Copy of University Student Grievance Redressal Committee vide Order No. KIIT-DU/1131/24, dtd. 23.09.2024
15.	Notice regarding reconstitution of university level student counselling cell on dtd. 16.10.2023 vide Order no. KIIT-DU/795/23
16.	Copy regarding reconstitution of Anti Ragging Committee in KIIT Campus vide Order No. KIIT-DU/1307/24, dtd. 14.11.2024
17.	A handbook for hostel residents rule for boarders 2024-25 issued by Kalinga Institute of Industrial Technology Deemed to be University.
18.	Copy of notice regarding university closure for all the international students from Nepal vide Order No. KIIT-DU/231/25 dtd. 17.02.2025
19.	Copy of office order regarding withdrawal of Order No. KIIT-DU/231/25 dtd. 17.02.2025 vide Order No. KIIT-DU/233/25 , dtd. 17.02.2025
20.	Copy of FIR regarding death of _____ done by Siddhant Sigdel cousin of the victim dtd. 16.02.2025 at P.S. Infocity, Bhubaneswar.

21.	Copy of spot visit report of District Forensic Science Laboratory, Bhubaneswar vide Serial No. 25/DFSL, dtd. 17.02.2025
22.	Copy of rough sketch of the scene of crime dtd. 17.02.2025
23.	Copy of reply to the query by Dept. of Forensic Medicine and Toxicology dtd. 21.02.2025
24.	Copy of Inquest Report of the deceased
25.	Copy of Postmortem Report of deceased dtd. 18.02.2025
26.	CCTV Footage regarding the incident regarding student's agitation
27.	Report of Child Welfare Committee, Bhubaneswar, Distt. Khordha dtd. 25.04.2017, Ref no. CWC/2466/17
28.	Copy of complaint against human rights violation and harassment of Nepali girl student studying in KIIT by Ashutosh B., National Co-convener, Kalinga Rights Forum.

8. Findings of the Spot Enquiry Team: On the basis of the statements and documents/records available, the findings are as follows: -

Factum of death:

I. The death of the deceased victim, Nepali girl student was suicidal, and investigation team did not get even a single document or witness who raised finger to the fact that the death of deceased girl was other than suicide. The evidence, witness and documents, including the post-mortem report & inquest report etc. suggest that the deceased girl had committed suicide in her room by hanging. As per postmortem and other documents, the cause of death is asphyxia due to ante mortem hanging and investigation team also did not find anything contrary to above stated documents regarding cause of death. The allegations are that one boy Advik Shrivastava had some objectionable photographs of the deceased girl, and he used to extend threat to the deceased that he would make public her photographs or will send to her parents and relatives. The deceased girl had given complaint to IRO in this regard. The alleged accused, Advik Srivastava is in judicial custody since 17/02/2025 in connection with FIR No. 0054, dated 16/02/2025, under Section 108 of BNS and during investigation, sections 75, 78, 79, 108, 294, and 296 of the BNS read with sections 66E, 67, and 67A of the IT Act, have been added. The investigation is under process.

Ad

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Alleged cause of death:

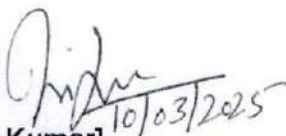
II. Based on documents part of this report and considering facts and circumstances, the deceased Nepali girl made a complaint on 12/03/2024 to KIIT's International Relations Office in which she had written about her depressed conditions and mental state during the days. In said complaint, she also clearly mentioned that she has already extended a threat to the alleged accused Advik Shrivastava that she will commit suicide if he does not delete her nude photos. As per the statements of the University registrar and IRO officials, after receiving the complaint, they further referred/informed to disciplinary committee officials. The committee officials directed Advik Shrivastava to delete all nude photographs of the victim and did not take necessary steps which are required to be taken but they disposed of the matter in a very casual manner. The IRO office and disciplinary committee just get undertakings from the victim and the alleged accused rather than informing or referring to this complaint to the Internal Complaints Committee [ICC] or the local police station. The Chairperson of the ICC has also admitted in her statement that the complaint of the deceased girl dated 12/03/2024 should have been forwarded to the ICC. Therefore, the conduct of the IRO and University officers/ disciplinary committee and college authorities sufficient to show that there is gross negligence and omission on their part IRO and University authorities which may treated amount to act of abetment to commit suicide on the part of the university officials, which finally resulted in her suicide.

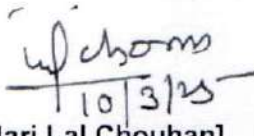
III. After the incident on 16th Feb 2025, University students started agitation against the KIIT University officials their officials misbehaved and abused the Nepali students and passed the derogatory remarks against Nepal, which were also being observed and corroborated with video circulating on social media and such videos are in public domain. The registrar of University **Mr. Jnyana Ranjan Mohanty** and other witnesses have admitted that two administrative officers namely Jayanti Nath & Manjusha Pandey misbehaved with Nepali Students and remarks made by them were improper, unacceptable and cannot be appreciated. Later, the said university officials were suspended by the KIIT authorities, which itself proves that the shortcomings and negligence were on the part of university officials. The next day, i.e., 17/02/2025, in the morning hours at about 7.00-8.00 AM, the university declared sine die and issued notice only against the Nepali students, and Nepali students were forced to vacate the hostels/university campus without giving even time to make alternative arrangement of their stay. The university authorities arranged buses and left them unattended at different locations such as Cuttack, Bhubaneswar, and Khordha railway stations. It shows gross violations of human rights of Nepali students. Some witnesses have admitted that not only Nepali Students, but other students were also involved in protest, but sine-die notice was issued only for Nepali student which does not seem justified. The university officials have admitted the fact that almost 1000-1100 students had left their hostel on 17/02/2025 whereas almost 180 girl students left the hostel in such a hast which may lead to some other untoward incident, but college authorities did not bothered safety of girl students and they were thrown out from campus.

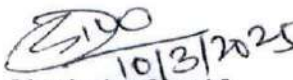


IV. After considering the observations of the Child Welfare Committee (CWC) Khordha District, Bhubaneswar, report dated 06/07/2017. The spot inquiry team visited the Kalinga Institute of Social Sciences (KISS) on 08/03/2025. It is noticed that the situation is still the same as that which was observed and the findings of the CWC committee in the year 2017. In that report, the CWC had also recommended and requested to the district collector Khordha for the formation of a joint inquiry committee to investigate the issue and recommend the district administration for proper action for the best interest of the children. However, the said joint inquiry is still pending on the part of the district administration. It is observed by spot inquiry committee that no as such recommendation have been followed by the District administration nor KISS authorities complied with the observation of CWC.

Submitted Please


[Avinash Kumar]
Inspector, Investigation
Division


[Hari Lal Chouhan]
SSP, Investigation
Division


[Joginder Singh]
Registrar (Law)

National Human Rights Commission
New Delhi

Case Number 134/18/28/2025-WC
Diary Number 22519/CR/2025
Commission SHRI PRIYANK KANOONGO

Action Date 27/03/2025
Due Date 04/05/2025
Completion Date Not Completed

Action Action Taken Report Called for(ATR)

Authority (To) THE CHIEF SECRETARY
Government of Odisha General Administration Department Odisha Secretariat Bhubaneswar
ODISHA ODISHA
751001
Email- csori@nic.in

THE DISTRICT COLLECTOR
KHURDA ODISHA
Email- dm-khurda@nic.in

THE COMMISSIONER OF POLICE
Commissioner of Police
CUTTACK ODISHA
753002
Email- commissioneratepolice@nic.in

THE CHAIRMAN
Ministry of Education
Department of Higher Education
University Grants Commission, New Delhi
DELHI DELHI
Email- vsudharsana.ugc@nic.in

THE CHAIRMAN
Ministry of Education
(National Assessment and Accreditation Council, ox No. 1075, Nagarbhavi,
BANGALORE KARNATAKA
Email- naacfm@gmail.com

Authority (Cc)

Complainant ASHUTOSH B.
Address R/O- L-107, HOUSING BOARD COLONY BARAMUNDA, BHUBANESWAR.
District and State KHURDA , ODISHA

Victim NEPALI GIRL
Address KIIT
District and State KHURDA , ODISHA

PROCEEDING

1. The complainant alleged that the victim, a Nepali student at Kalinga Institute of Industrial Technology (KIIT) University, had faced harassment by her named ex-boyfriend, Advik Srivastava, and that the university's International Relations Office (IRO) had neglected her complaints, contributing to her tragic suicide. Protests by Nepali students seeking justice were met with verbal abuse, threats, and physical assault by KIIT officials and security guards. Additionally, the complainant accused Kalinga Institute of Industrial Technology (KIIT) University and Kalinga Institute of Social Sciences (KISS) of exploiting tribal children, violating their human rights, and engaging in illegal land acquisitions. A 2017 Child Welfare Committee report revealed poor living conditions at Kalinga Institute of Social Sciences (KISS), including overcrowding, unclean facilities, and lack of basic amenities. The complainant urged the commission to take action against KIIT officials, including founder Achyuta Samanta, for their failure to address harassment complaints and their involvement in the exploitation of tribal students.

2. The Commission vide proceeding dated 03.03.2025 took cognizance in the matter and directed the Registrar (Law) to proceed for an inquiry in KIIT University, Bhubaneswar to conduct an on spot inquiry alongwith team consisting two

officers from Investigation Division, one not below the rank of SSP and one officer/official from Law Division and submit its inquiry report to the Commission by 10th March, 2025.

3. Pursuant to the direction of the Commission, the Registrar (Law), SSP and an Inspector rank officer, conducted a spot inquiry for the period from 06.03.2025 to 08.03.2025 and visited KIIT University and KISS Campus, Bhubaneswar. The issues involved before the team were:

i. The victim girl, a Nepali student at Kalinga Institute of Industrial Technology (KIIT) University, faced harassment by her named ex-boyfriend, Advik Srivastava.

ii. The university's International Relations Office (IRO) had neglected her complaints, contributing to her tragic suicide.

iii. Protests by Nepali students seeking justice were met with verbal abuse, threats, and physical assault by KIIT officials and security guards.

iv. Kalinga Institute of Social Sciences (KISS) of exploiting tribal children, violating their human rights. The report of the 2017 Child Welfare Committee revealed poor living conditions at Kalinga Institute of Social Sciences (KISS), including overcrowding, unclean facilities, and lack of basic amenities.

4. During the inquiry, the team recorded the statements of Hostel In-charge QC-4, KIIT, roommates of deceased girl, relatives of deceased girl, Addl. Director of all girls hostel, security guard, faculty staff, Chairperson ICC, KIIT, Director Admn, Director IRO, Initial IO and present IO of case Infocity PS, etc.

5. The Spot Inquiry Team of the Commission submitted following findings

a. Factum of death: *The death of the deceased victim, Nepali girl student was suicidal, and investigation team did not get even a single document or witness who raised finger to the fact that the death of deceased girl was other than suicide. The evidence, witness and documents, including the post-mortem report & inquest report etc. suggest that the deceased girl had committed suicide in her room by hanging. As per postmortem and other documents, the cause of death is asphyxia due to ante mortem hanging and investigation team also did not find anything contrary to above stated documents regarding cause of death. The allegations are that one boy Advik Shrivastava had some objectionable photographs of the deceased girl, and he used to extend threat to the deceased that he would make public her photographs or will send to her parents and relatives. The deceased girl had given complaint to IRO in this regard. The alleged accused, Advik Srivastava is in judicial custody since 17/02/2025 in connection with FIR No. 0054, dated 16/02/2025, under Section 108 of BNS and during investigation, sections 75, 78, 79, 108, 294, and 296 of the BNS read with sections 66E, 67, and 67A of the IT Act, have been added. The investigation is under process.*

b. Alleged cause of death: *Based on documents part of this report and considering facts and circumstances, the deceased Nepali girl made a complaint on 12/03/2024 to KIIT's International Relations Office in which she had written about her depressed conditions and mental state during the days. In said complaint, she also clearly mentioned that she has already extended a threat to the alleged accused Advik Shrivastava that she will commit suicide if he does not delete her nude photos. As per the statements of the University registrar and IRO officials, after receiving the complaint, they further referred/informed to disciplinary committee officials. The committee officials directed Advik Shrivastava to delete all nude photographs of the victim and did not take necessary steps which are required to be taken but they disposed of the matter in a very casual manner. The IRO office and disciplinary committee just get undertakings from the victim and the alleged accused rather than informing or referring to this complaint to the Internal Complaints Committee [ICC] or the local police station. The Chairperson of the ICC has also admitted in her statement that the complaint of the deceased girl dated 12/03/2024 should have been forwarded to the ICC. Therefore, the conduct of the IRO and University officers/ disciplinary committee and college authorities sufficient to show that there is gross negligence and omission on their part IRO and University authorities which may treated amount to act of abetment to commit suicide on the part of the university officials, which finally resulted in her suicide.*

c. *After the incident on 16th Feb 2025, University students started agitation against the KMIT University officials their officials misbehaved and abused the Nepali students and passed the derogatory remarks against Nepal, which were also being observed and corroborated with video circulating on social media and such videos are in public domain. The registrar of University Mr. Jnyana Ranjan Mohanty and other witnesses have admitted that two administrative officers namely Jayanti Nath & Manjusha Pandey ;*

misbehaved with Nepali Students and remarks made by them were improper, unacceptable and cannot be appreciated. Later, the said university officials were suspended by the KMT authorities, which itself proves that the shortcomings and negligence were on the part of university officials. The next day, i.e., 17/02/2025, in the morning hours at about 7.00-8.00 AM, the university declared sine die and issued notice only against the Nepali students, and Nepali students were forced to vacate the hostels/university campus without giving even time to make alternative arrangement of their stay. The university authorities arranged buses and left them unattended at different locations such as Cuttack, Bhubaneswar, and Khordha railway stations. It shows gross violations of human rights of Nepali students. Some witnesses have admitted that not only Nepali Students, but other students were also involved in protest, but sine-die notice was issued only for Nepali student which does not seem justified. The university officials have admitted the fact that almost 1000-1100 students had left their hostel on 17/02/2025 whereas almost 180 girl students left the hostel in such a hast which may lead to some other untoward incident, but college authorities did not bothered safety of girl students and they were thrown out from campus.

d. After considering the observations of the Child Welfare Committee (CWC) Khordha District, Bhubaneswar, report dated 06/07/2017. The spot inquiry team visited the Kalinga Institute of Social Sciences (KISS) on 08/03/2025. It is noticed that the situation is still the same as that which was observed and the findings of the CWC committee in the year 2017. In that report, the CWC had also recommended and requested to the district collector Khordha for the formation of a joint inquiry committee to investigate the issue and recommend the district administration for proper action for the best interest of the children. However, the said joint inquiry is still pending on the part of the district administration. It is observed by spot inquiry committee that no as such recommendation have been followed by the District administration nor KISS authorities complied with the observation of CWC."

6. The Commission has perused the reports. The factum of submission of complaint by the victim girl regarding sexual harassment, to the IRO of the university is not in dispute. The deceased girl made a complaint on 12/03/2024 to KIIT's International Relations Office in which she had written about her depressed conditions and mental state during the days. It is also not in dispute that the IRO office and disciplinary committee just get undertakings from the victim and the alleged accused rather than informing or referring to this complaint to the Internal Complaints Committee [ICC] or the local police station. The girl committed suicide and FIR was registered which is under investigation. The team, during inquiry, also came to know that Child Welfare Committee (CWC) Khordha District, Bhubaneswar, report dated 06/07/2017, submitted to the District Administration highlighted the poor living conditions at Kalinga Institute of Social Sciences (KISS), including overcrowding, unclean facilities, and lack of basic amenities. However, it is a matter of record, that no action was taken on the recommendation of the CWC Khordha District.

7. The succeeding paragraphs examine how the non-action by the District Administration, Khordha and KIIT University violated the rights of the deceased girl enshrined in international covenants, constitutional provisions, applicable domestic law and rules and judgements of superior courts on the issue.

Constitutional provisions:

8. The victim was sexually harassed by the accused and subsequent non-action by IRO of the University violated the deceased's right to equality and right to live with dignity. Each such incident results in violation of the fundamental rights of 'Gender Equality' and the 'Right of Life and Liberty'. It is clear violation of the rights under Articles 14, 15 and 21 of the Constitution.

Right to Dignity

9. The Supreme Court observed in **Mohini Jain vs State of Karnataka**: "*Right to education is the essence of the right to life and directly flow and interlinked with it, and life living with dignity can only be assured when there is a significant role of education*" (refer 1992 AIR 1858, 1992 SCR (3) 658).

10. The Supreme Court per Justice Bhagwati declared that the right to life under Article 21 protects a broader right to "live with human dignity." The Court also stated, "*Article 21 cannot be restricted to mere animal existence.*" Rather, "*it must...include the right to the basic necessities of life and also the right to carry on such functions and activities as constitute the bare minimum expression of the human self.*" (refer **Francis Coralie Mullin v. Union Territory of Delhi in (1981) 2 SCR 516**). The Court has built upon this judgment to enforce a number of new socioeconomic rights within the "right to live with human dignity."

11. The Supreme Court held Article 21 of our Constitution guarantees enjoyment of life by all citizens of

this country with dignity, viewing this human rights in terms of human development (refer *NALSA vs. Union of India* in (2014) 5 SCC 438; AIR 2014 SC 1863).

12. The aforesaid judgements of the Hon'ble Apex Court show that dignity and the Right to dignity has been read into the fundamental Right to Life guaranteed under Article 21 of our Constitution. In this instance, the complainant's complaint was not addressed as per law and guidelines issued by the Hon'ble Supreme Court which had violated her fundamental right to live with dignity.

Right to Higher Education

13. In the matter of *Unni Krishnan vs State of A.P.* ((1993) 1 SCC 645: AIR 1993 SC 2178)), the Hon'ble Supreme Court addressed the constitutionality of state laws regulating capitation fees in private professional educational institutions. While admitting that there was no fundamental right to professional education, the court held (per Pandian and Jeevan Reddy, JJ.): "The right to education which is implicit in the right to life and personal liberty guaranteed by Art. 21 must be construed in the light of the Directive Principles in Part IV of the Constitution." (para 171). "...right to education is not stated expressly as a fundamental right, it is implicit in and flows from the right to life guaranteed under Art. 21." (para 166). "The fact that right to education occurs in as many as three Articles in Part IV viz., Arts. 41, 45 and 46 shows the importance attached to it by the founding fathers. Even some of the Arts. in Part III, viz., Arts. 29 and 30, speak of education." (para 167). Thus, Higher Education is a fundamental right as construed in the light of the directive principles in Part IV of the Constitution and "within the limits of its (State's) economic capacity and development (para 48 supra)".

14. Be that as it may, access to Higher Education should necessarily be followed by unhampered and continued access till completion of the course. It is implied therein that, after having obtained such access or admission to a course, a student should not be prevented from completing it, except according to procedure established by the law. However, in this instance, the KIIT University did not provide the right lawful atmosphere to the deceased girl to pursue her studies and higher education thereby violated her Right to Higher Education.

Convention on the Elimination of All Forms of Discrimination Against Women:

15. India has ratified the Convention on the Elimination of All Forms of Discrimination against Women, which entered into force as an International Treaty way back in 1981. Respect for the dignity of women is one of the pillars of foundation of the said Convention. Article 1 of the Convention defines the term "discrimination against women" to mean any discrimination, exclusion or restriction made on the basis of sex, which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by the women, irrespective of their marital status on the basis of equality of men and women, of human rights and fundamental freedom. Article 5 enjoins upon States Parties to take appropriate measures to modify the social and cultural patterns of contact of men and women, with a view to achieving the elimination of prejudice and customary and all other practices, which are based upon the idea of inferiority or superiority of either of the sexes or on stereotyped roles for men and women.

Sexual Harassment of Women at Workplace (Prevention, Prohibition And Redressal) Act, 2013 (PoSH):

16. With the enactment of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal Act 2013, (Sexual Harassment Act) in April 2013, the notion of bodily integrity as explicated in the Verma Committee's Bill of Rights for Women) has been given legal sanctity. Sexual harassment is now considered as a violation of the fundamental right of a woman to equality as guaranteed under Article 14 and 15 of the Constitution of India and her right to life and to live with dignity as per Article 21 of the Constitution.

17. The Sexual Harassment Act requires an employer to set up an Internal Complaints Committee ("ICC") at each office or branch of an organization employing at least 10 employees. The Sexual Harassment Act also sets out the constitution of the committees, the process to be followed for making a complaint and inquiring into the complaint in a time bound manner. In addition to ensuring compliance with the other provisions stipulated, the Sexual Harassment Act casts certain obligations upon the employer to, inter alia,

- i. provide a safe working environment
- ii. display conspicuously at the workplace, the penal consequences of indulging in acts that may constitute sexual harassment and the composition of the Internal Complaints Committee

- iii. organise workshops and awareness programmes at regular intervals for sensitizing employees on the issues and implications of workplace sexual harassment and organizing orientation programmes for members of the Internal Complaints Committee
- iv. treat sexual harassment as a misconduct under the service rules and initiate action for misconduct.
- v. The employer is also required to monitor the timely submission of reports by the ICC.

18. If an employer fails to constitute an Internal Complaints Committee or does not comply with any provisions contained therein, the Sexual Harassment Act prescribes a monetary penalty of up to INR 50,000. A repetition of the same offence could result in the punishment being doubled and / or de-recognition.

19. The government is in turn required to set up 'Local Complaints Committees' ("LCC") at the district level to investigate complaints regarding sexual harassment from establishments where the ICC has not been constituted.

20. In the instant complaint, the Spot Inquiry Team, recorded the statement of the Dr. Ipsita Satpathy, Chairperson ICC, KIIT in which she stated that she was not aware that any complaint was given by deceased victim to IRO. The IRO or any other authorities had not referred or transmitted the complaint to the Internal Complaints Committee (ICC). On showing the complaint to the deponent, she stated that the complaint dated 12.03.2024 given by the deceased girl comes within the purview of the ICC committee, and on receiving such a complaint, it should have been forwarded to the ICC committee. She categorically admitted that the complaint was related to capturing nude photographs and sexual harassment, and so the matter must have been reported to the police.

21. Hence, the IRO of the KIIT University violated the victim's Right to Fair Investigation under POSH Act.

UGC Guidelines/directions (Saksham Report)

22. The UGC in its report called Saksham in respect of "Measures for Ensuring the Safety of Women and Programmes for Gender Sensitisation on Campuses", explored the situation prevailing in campuses across the country and recommended as under:

a. Setting up a Gender Sensitization Unit within the UGC. This will act as a nodal division to give effect to the policy of zero tolerance of gender based violence on campuses of colleges and Universities.

b. Gender Sensitization: ALL members of higher educational institutions must undergo processes of gender sensitization, whether students, faculty, administration or support staff. All students must undergo some course or workshop during their period of study. Promotions for staff and faculty should be contingent on participation in gender sensitization programme.

c. Sexual Harassment: All HEIs must formulate guidelines for dealing with sexual harassment in their respective institutions, whether they be autonomous, affiliating, co-educational or women's colleges. The proposed UGC unit on gender sensitization will provide a template to help institutions in this regard and allay fears of non-compliance. HEIs must become sensitized to those whose social or structural location renders them especially vulnerable to sexual harassment, whether among students or staff.

d. Preparation of a UGC Booklet: A handbook on sexual harassment and gender sensitization to be prepared for all faculties.

e. Preparation of Courses and Workshop Modules: A model Gender sensitization course has been prepared and a series of workshops on gender, masculinity, sexual harassment, rights and the law have been suggested. All Refresher courses must have a gender component including issues relating to sexual harassment.

f. University Services and Infrastructure: Counselling services must be professional and provided on a full time basis. The provision of sufficient lighting in and around campuses, reliable public transport, toilet facilities and health (including sexual health) are necessary requirements for women's security and freedom from harassment. Hostel accommodation must be enhanced for women students. A requisite number of female security personnel are required and all security staff must be gender sensitized.

23. Apart from above guidelines, the UGC has also directed that all HEIs should ensure that provisions contained in UGC (Promotion of Equity in Higher Education Institutions) Regulations, 2012, are observed by teaching & non-teaching staff, students and other stakeholders in letter and spirit. Discrimination, verbal or behavioral, based on the caste, religion, colour, nationality sex, gender, sexual orientation and social

status is strictly prohibited and HEIs must do all it takes to ensure that such practices are nipped in the bud.

24. HEIs should mandatorily put in place a broad-based "Students Counseling System" for the effective management of problems and challenges faced by students. It should be a unique, interactive and target-oriented system, involving students, teachers and parents, resolved to address common student concerns ranging from anxiety, stress, fear of change and failure to homesickness and a slew of academic worries. It should bridge the formal as well as communicative gaps between the students and the institution at large. Teacher counselors, trained to act as the guardians of students at the college level, should remain in close touch with the students allotted to them (batch of 25 students) though out the year, cater to their emotional and intellectual needs and convey their growth report and feedback on attendance, examination results etc to their parents at regular interval of time. Teacher counselors can coordinate with wardens of hostels and exchange personal details of students, academic record and behavior patterns for prompt pre-emptive or corrective action.

25. In this case, the KIIT University had not taken steps in accordance with UGC guidelines which was in brazen violation of direction of the UGC. The KIIT University had violated the UGC directions to the detriment of its students, in general, and the deceased victim, in particular. Regrettably, the UGC had not taken any action for this violation.

National Assessment and Accreditation Council (NAAC) for Higher Education:

26. The NAAC (National Assessment and Accreditation Council) an autonomous Institution of the UGC, is entrusted with making quality assurance an integral part of the functioning of Higher Education Institutions (HEIs). It accredits HEIs based on specified criteria. The mandate of NAAC as reflected in its vision statement is in making quality assurance an integral part of the functioning of Higher Education Institutions (HEIs). It is measure to evaluate and then guarantee a standard of education provided in higher institutions across the nation.

27. NAAC has identified a set of seven criteria to serve as the basis of its assessment procedures. NAAC has categorized the Higher Educational Institutions into three major types (University, Autonomous College, and Affiliated/Constituent College) and assigned different weightages to these criteria under different key aspects based on the functioning and organizational focus of the three types of HEIs. One such measure is "*Student Support & Progression*" i.e. whether the Institution has a transparent mechanism for timely redressal of student grievances including sexual harassment and ragging case etc.? It is measured whether the institution has:

1. Implementation of guidelines of statutory/regulatory bodies;
2. Organisation wide awareness and undertakings on policies with zero tolerance;
3. Mechanisms for submission of online/offline students' grievances; and
4. Timely redressal of the grievances through appropriate committees.

28. In the present case, it is a matter of record that in the year of 2017, the Child Welfare Committee (CWC) Khordha District, highlighted the poor living conditions at Kalinga Institute of Social Sciences (KISS), including overcrowding, unclean facilities, and lack of basic amenities. However, there was no action by the Khordha District Administration on the recommendation of the CWC.

29. Thus, it would be seen whether this issue of non-compliance of "Student Support & Progression" has even been factored in the report in the NAAC accreditation. The KIIT University and KISS have both been unable to comply the law and failed to provide safety and security to their students. Why should these aspects not to be considered by the NAAC in its accreditation process? This is an extremely relevant question.

30. While accrediting institutions, the NAAC should also check compliance with UGC Regulations, guidelines, particularly those relating to Human Rights like, anti-ragging measures, Internal Complaint Committee for sexual harassment at workplace, affirmative and non-discriminatory measures for disabled, etc.

The Juvenile Justice Act, 2015 and Recommendation of the CWC:

31. The State Government constitutes a Child Welfare Committee (CWC) in each district to address the

issues of children in need of care and protection under the Juvenile Justice Act, 2015. This module describes in detail the powers, functions and responsibilities of the CWC with respect to children in need of care and protection. Also given are the various rehabilitation measures prescribed for children under the Juvenile Justice Act, for which the Committee can pass orders. A CWC is a body notified and constituted under section 27 of the JJ Act, 2015 for every district for exercising the powers and to discharge the duties conferred on such Committees in relation to children in need of care and protection under this Act. Section 29 of the JJ Act, defines the powers of the CWC and Section 30 of the JJ Act defines functions and responsibilities.

32. During Spot Inquiry, it came to light that the Child Welfare Committee, Khordha District, Bhubaneswar, in its report dated 06.07.2017 had recommended and requested to the district collector Khordha for the formation of a joint inquiry committee to investigate the issue and recommend the district administration for proper action for the best interest of the children. However, the said joint inquiry is still pending on the part of the district administration.

33. The Juvenile Justice Act, 2015 under section 75, clearly states that *"Whoever, having the actual charge of, or control over, a child, assaults, abandons, abuses, exposes or willfully neglects the child or causes or procures the child to be assaulted, abandoned, abused, exposed or neglected in a manner likely to cause such child unnecessary mental or physical suffering, shall be punishable with imprisonment for a term which may extend to three years or with fine of one lakh rupees or with both"*

34. Rule 93 of the Juvenile Justice Model Rules, 2016 *"empowers the State Government to take action against such officer/ institution, statutory body etc. after due inquiry who fails to comply with the provisions of the Act and the Rules framed thereunder; and simultaneously make alternative arrangements for discharge of functions for effective implementation of the Act."*

35. In the present case, it is observed by Spot Inquiry Team that as such no recommendation have been followed by the KISS authorities in compliance with the observation of CWC so submitted to the Khordha District Administration, thereby violated the provisions of the Juvenile Justice Act, 2015.

Directions of the Commission

36. It is evident that the conduct of the IRO and University officers/ disciplinary committee and college authorities sufficient to show that there is gross negligence and omission on their part IRO and University authorities which may treated amount to act of abetment to commit suicide on the part of the university officials, which finally resulted in her suicide.

37. The university officials have admitted the fact that almost 1000-1100 students had left their hostel on 17/02/2025 whereas almost 180 girl students left the hostel in such a hast which may lead to some other untoward incident, but college authorities did not bothered safety of girl students and they were thrown out from campus. Regrettably, the University was unrepentant and even had the audacity to reply that there had been no merit in the allegations. This manifests sheer insensitivity, if not downright arrogance.

38. In view of the above observations, the Commission issues the following directions:-

- a) The **Chief Secretary, Govt. of Odisha**, is directed to submit action taken report in the matter.
- b) The **Collector & District Magistrate, Khordha District, Odisha**, is directed to submit an action taken report. The report should also submit clarification on non-compliance of recommendation/observations dated 06.07.2017 of the Child Welfare Committee (CWC) Khordha. The CWC had recommended and requested the Collector, Khordha for the formation of a Joint Inquiry Committee to investigate the issue of poor living conditions at KISS.
- c) The **Commissioner of Police, Bhubaneswar-Cuttack Police Commissionerate, Odisha**, is directed to submit updated investigation report of Infocity PS FIR No. 0054, dated 16/02/2025, u/s 108 BNS.
- d) Let the **Chairman, UGC, New Delhi**, consider initiating requisite action against the KIIT University and KISS for violation of its guidelines as discussed in paras 22-25 above and submit action taken report.
- e) Let the **Chairman, NAAC (National Assessment and Accreditation Council)** examine the matter in view of above concerns and observations of the Commission, as referred in paras 26-30 above and submit action taken report.
- f) Let the reports be submitted within four weeks.

39. Put up thereafter.

Print

National Human Rights Commission
New Delhi

Case Number 134/18/28/2025-WC
Diary Number 22519/CR/2025
Commission SHRI PRIYANK KANOONGO

Action Date 03/03/2025
Due Date 27/03/2025
Completion Date Not Completed

Action Other Direction by the Commission(ODC)

Authority
Address

Complainant ASHUTOSH B.
Address R/O- L-107, HOUSING BOARD COLONY BARAMUNDA, BHUBANESWAR,
District and State KHURDA, ODISHA

Victim NEPALI GIRL
Address KIIT
District and State KHURDA, ODISHA

PROCEEDING

The complainant alleged that a Nepali student at Kalinga Institute of Industrial Technology (KIIT) University, had faced harassment by her named ex-boyfriend, Advik Srivastava, and that the university's International Relations Office (IRO) had neglected her complaints, contributing to her tragic suicide. Protests by Nepali students seeking justice were met with verbal abuse, threats, and physical assault by KIIT officials and security guards. Additionally, the complainant accused Kalinga Institute of Industrial Technology (KIIT) University and Kalinga Institute of Social Sciences (KISS) of exploiting tribal children, violating their human rights, and engaging in illegal land acquisitions. A 2017 Child Welfare Committee report revealed poor living conditions at Kalinga Institute of Social Sciences (KISS), including overcrowding, unclean facilities, and lack of basic amenities. The complainant urged the commission to take action against KIIT officials, including founder Achyuta Samanta, for their failure to address harassment complaints and their involvement in the exploitation of tribal students.

vide proceedings dated 28.02.2025, the Commission directed the Director General (Investigation) to assign a team of officers/ officials from the Investigation Division and Law Division of the Commission to conduct an on-spot inquiry at KIIT University, Bhubaneswar, in accordance with the provisions of the PHRA, 1993 and to submit their inquiry report to the Commission by March 10, 2025.

Considering the seriousness of the matter, the Commission directs the Registrar (Law) to proceed for inquiry in KIIT University, Bhubaneswar to conduct an on spot inquiry alongwith team consisting two officers from Investigation Division, one not below the rank of SSP and one officer/official from Law Division and submit its inquiry report to the Commission by 10th March, 2025.

National Human Rights Commission
New Delhi

Case Number 134/18/28/2025-WC
Diary Number 22519/CR/2025
Commission SHRI PRIYANK KANOONGO

Action Date 28/02/2025
Due Date 24/03/2025
Completion Date Not Completed

Action Sent to DG(I), NHRC(DGI)

Authority (To) DG(I), NHRC
National Human Rights Commission, New Delhi
DELHI DELHI
Email- dg-nhrc@nic.in

Authority (Cc)

Complainant ASHUTOSH B.
Address R/O- L-107, HOUSING BOARD COLONY BARAMUNDA, BHUBANESWAR,
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