

**THE KERALA LAW ACADEMY LAW COLLEGE,**  
**THIRUVANANTHAPURAM, KERALA.**

**4<sup>th</sup> NATIONAL ADR (VIRTUAL) COMPETITION**

**SEMI- FINALS**

**Problem 2: Mediation**

**Title: “Workplace Harassment – Navigating Sensitive Terrain”**

**Scenario:**

In a well-established law firm Lex India, a senior associate, Alice, has accused her Supervisor, Bimal, of repeated sexual harassment and creating a hostile work Environment. The allegations have caused turmoil within the firm, affecting Morale and productivity. The firm wishes to avoid a lengthy and public legal battle and has decided to engage in mediation to resolve the issue. Alice has filed a formal complaint, and the firm is keen on resolving the matter promptly, Confidentially, and without litigation.

**Hence this matter is referred for Mediation :**

**Task :**

For this sensitive case. Develop a detailed mediation scenario that takes into account the emotional distress of Alice and the professional reputation of Bimal. Define the roles and responsibilities of all parties involved, including any legal Representatives. Create a step-by-step mediation plan, emphasizing techniques For addressing

trauma, ensuring privacy, and reaching a resolution that is satisfactory to both Alice and the firm.

