



Case Study – 13: A #MeToo case study

You are the director of a department that has recently been engulfed in the #MeToo campaign when two of the deputy directors working under you have been publicly named as sexual predators by two women in the department. As directed by the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, you are to initiate a committee of inquiry and submit the report within 90 days.

Before initiating the committee you are faced with two narratives, **first**, that this is not the first time both women have come forward with similar accusations; **second**, that you have known both the deputy directors and their families for quite sometime now, and you have noticed nothing in their behaviour that says they could have been the sexual predators as alleged.

Now, while the women want that you begin the inquiry process at the earliest, the deputy directors deny all charges and say that they want to pursue defamation cases against their main accusers. In all this, public pressure is against you, with the media discussing the case on a regular basis.

1. As a director of a department what will be your course of action for starting an official investigation? State the merits and demerits of whatever course of action you decide to follow.
2. Do you also agree that the sexual nature of a crime makes the crime ethically different and difficult (to handle) from other crimes? Give valid reasons to support your views.