

ADR AWARENESS WEEK

22-28 September 2026



ALTERNATIVE DISPUTE RESOLUTION BOARD

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STUDENT *Convenors*



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AKASH KUMAR



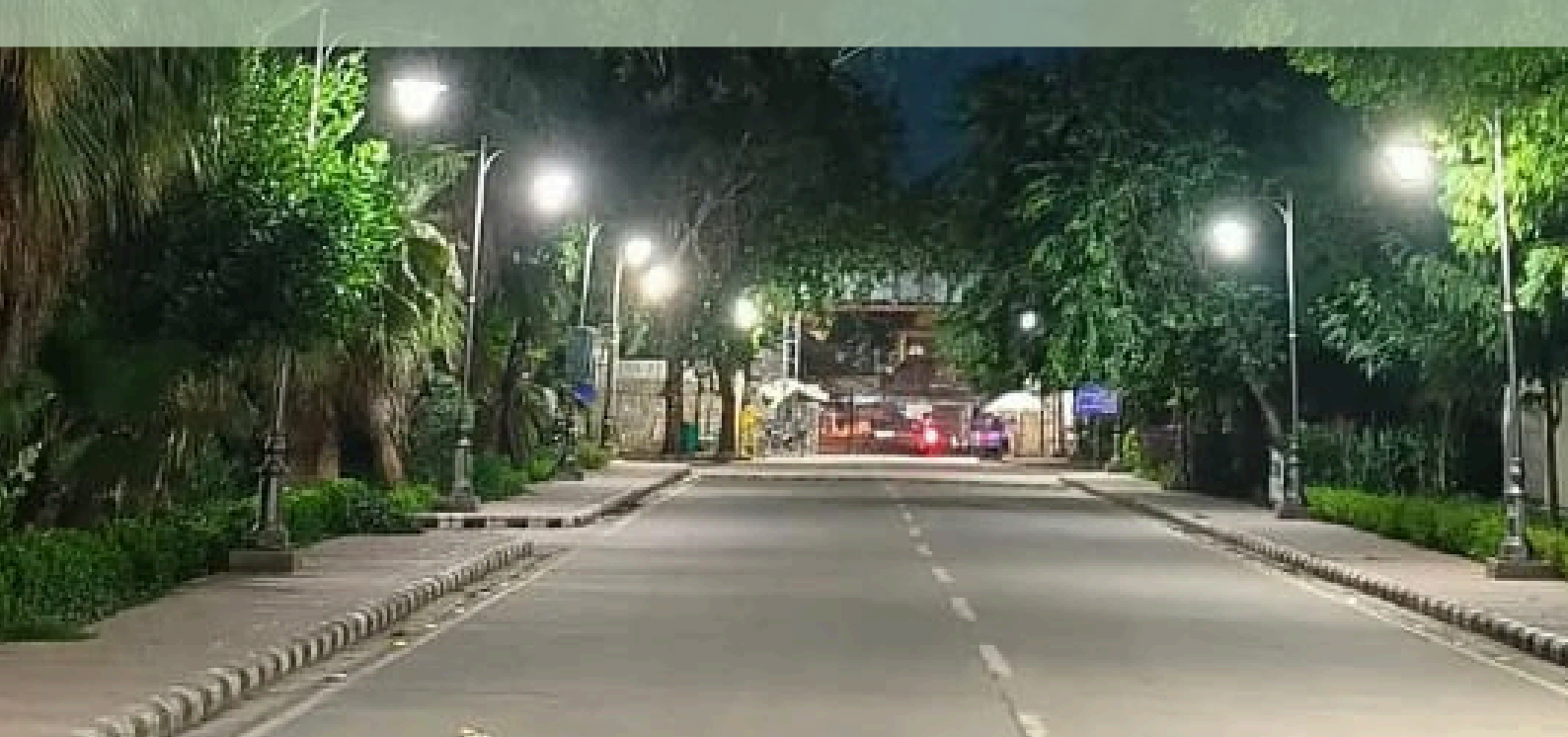
ABOUT ADR BOARD

The Hamdard Institute of Legal Studies and Research (HILSR), established in 2018 under Jamia Hamdard with Bar Council of India approval, has rapidly emerged as a reputed centre for legal education in Delhi, offering integrated B.A. LL.B., LL.M. programmes in Constitutional and Commercial Law, and a Ph.D. in Law with strong academic and ethical training..It provides a modern, practice-oriented learning environment through smart infrastructure, moot court facilities, seminar halls, labs, a well-stocked library, and an active Legal Aid Clinic with the Delhi Legal Services Authority. Through vibrant academic and co-curricular bodies like the Moot Court Committee, ADR Board, Debate Club, and Constitutional Club, HILSR focuses on developing socially responsible and competent legal professionals.



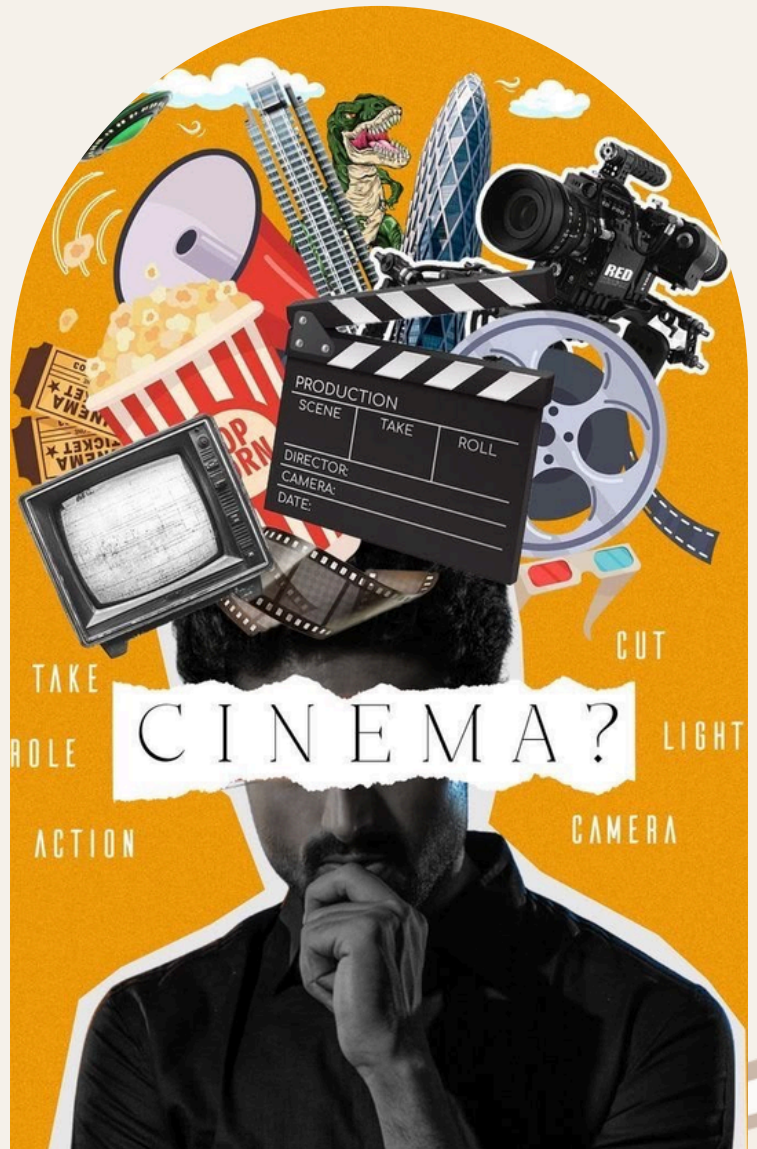
ABOUT ADR WEEK

ADR Awareness Week is an initiative of the Alternative Dispute Resolution (ADR) Board aimed at promoting awareness and practical understanding of Arbitration, Mediation, Negotiation, Conciliation and other dispute resolution mechanisms through engaging academic, creative and experiential activities. Building on the success of ADR Awareness Week 2025, which featured activities such as Nukkad Natak, the “Break the Mystery” ADR Quiz, Poster Presentation, “Reel Sparks” and an Intra-Mediation Competition, ADR Awareness Week 2026, scheduled from 22nd to 28th September 2026, seeks to further strengthen practical learning, legal creativity and experiential exposure. The 2026 edition will feature the Arbitral Award Writing Competition, Reels for Resolution and Mediation Centre Visits, providing students with opportunities to engage with ADR beyond the classroom through writing, advocacy, creativity and first-hand exposure to dispute resolution practices. The week will culminate on 28th September with the Final Round and Presentation of the Arbitral Award Writing Competition, announcement of Reel Competition winners, Prize and Certificate Distribution, and the Valedictory Ceremony, bringing together a week of learning, participation and celebration of ADR.



ADR REEL MAKING COMPETITION

The Reel-Making Competition invites students to take ADR beyond textbooks through creative storytelling. Participants can transform legal conflicts, negotiations, and resolutions into engaging reels that inform, entertain, and showcase how ADR can make complex disputes relatable and worth watching.



THEME: ADR AWARENESS

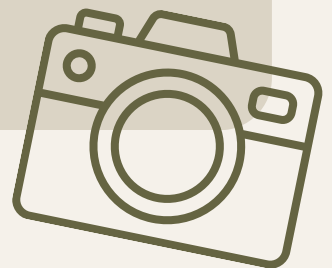
SUB-THEME: IF GEN Z WERE MEDIATORS

What if Gen Z took the mediator's chair? This theme invites participants to blend memes, slang, DMs, and modern communication with legally sound mediation principles. Turn everyday disputes into creative, relatable, and entertaining reels while showcasing how Gen Z could redefine the art of resolving conflicts.



RECOMMENDATIONS:

- Bollywood style Mediation- Mediator ki Entry : Bollywood-style dramatic entry of a mediator swooping in to defuse a fight
- Breakup Bench – a mock mediation session for a couple's breakup, showcasing mediation skills.
- Court Ka Traffic Jam: visualizing India's pending case backlog vs. how ADR bypasses the jam, told through a traffic or a queue metaphor
- The Confidentiality Clause: a “spy thriller” spoof explaining how mediation stays private vs. a public court trial.



RULE BOOK

01. GENERAL GUIDELINES

1.1 Eligibility and Participation

- The competition is open to all students of HILSR.
- Participants may participate individually or in teams of up to three (3) members.
- Cross-semester teams are permitted.
- Each participant/team may submit only one entry. Submission of multiple entries by the same participant/team will result in disqualification.

1.2 Originality

- All reels must be original creations of the participating individual/team.
- Participants may take inspiration from existing trends; however, plagiarism, direct replication, or substantial copying of existing content will result in disqualification.
- Reels generated wholly or substantially using Artificial Intelligence (AI) will be disqualified.
- Participants are expected to demonstrate their own creativity, ideas, and execution.

11.3 Content

- The content must be ethical, respectful, and suitable for a general audience.
- Offensive language, name-calling, derogatory remarks, personal attacks, or regional slang targeting any individual, group, or community are strictly prohibited.
- Content must not promote discrimination, hatred, harassment, or any form of inappropriate or harmful conduct.
- All submissions must comply with applicable social media/community standards.

1.4 Language

- The reel must be presented in English or Hindi.
- Where required, participants may use subtitles to improve accessibility and understanding.

1.5 Organising Committee

- The decision of the Organising Committee shall be final and binding.
- The Organising Committee reserves the right to modify, amend, add, or remove any rule before the commencement of the competition, provided reasonable prior notice of such changes is given to the participants.
- The Organising Committee reserves the right to disqualify any entry that does not comply with the competition rules.

02. TIMELINE OF THE COMPETITION

- **Last Date for Registration: 15th September 26**
- **Last Date for Submission: 22nd sept 2026**
- **Results/Prize Distribution: 28th September 2026**

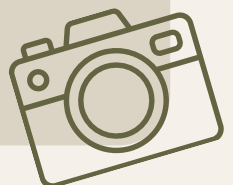
03. REGISTRATION GUIDELINES

3.1 Registration

- The registration form link shall be provided in the official brochure.
- Interested participants/teams must complete the registration form within the prescribed registration period.
- Participants will be required to provide accurate personal and contact information.

3.2 Accuracy of Information

- Participants are responsible for ensuring that all information submitted in the registration form is complete and accurate.
- The information provided will be used for official communication and preparation of certificates.
- Any errors in the submitted information shall be the responsibility of the participant/team.



3.3 Confirmation of Registration

- Registration shall be considered confirmed only after the participant/team receives a confirmation email from the Organising Committee

3.4 Change in Contact Details

- Any change in the contact details of a participant/team member must be promptly communicated to the Organising Committee through email.

3.5 Registration Details

- Registration Form: Google Form link provided in the official brochure
- Last Date for Registration: 15 September 2026, 5:30 P.M.



04. SUBMISSION GUIDELINES

4.1 Submission Format

The reel must be submitted in MP4 format.

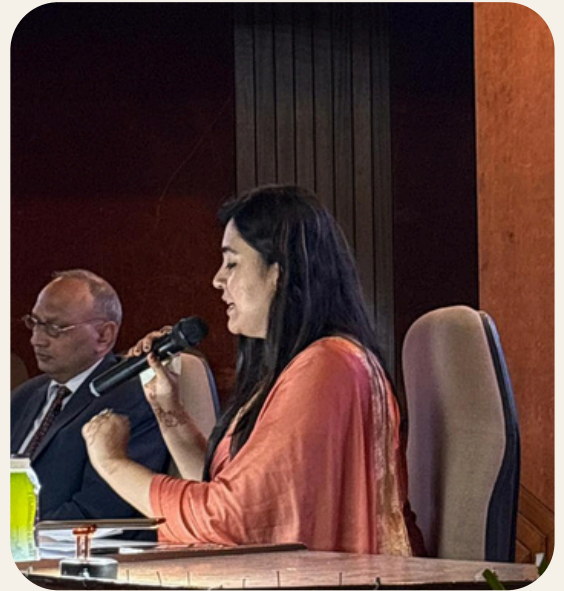
The duration of the reel must be:

Minimum: 60 seconds

Maximum: 90 seconds

Reels exceeding the maximum duration may be disqualified.

The submitted reel must be titled only with the theme chosen by the participant/team.



4.2 File Naming

The submitted file must be named in the following format:

Participant name/ POC
(person of contact) name



4.3 Quality Requirements

- Participants must ensure that the submitted video is of good visual and audio quality.
- The video should have clear visuals, understandable audio, and appropriate editing.
- Participants are encouraged to ensure proper lighting, framing, sound quality, and readability of subtitles, wherever applicable.

4.4 Submission Portal

- All submissions must be uploaded through the official submission link provided by the Organising Committee.
- No submissions shall be accepted after the prescribed submission deadline.
- Submission Link: [Drive Link]

4.5 Submission Deadline

- Last Date for Submission: **22nd September 2026**

05. EVALUATION CRITERIA

All eligible reels shall be evaluated by the judges on the following criteria:

S.No.	Evaluation Criteria	Marks	Description
1	Innovation and Creativity	10	The reel should present fresh and original ideas and demonstrate creativity in addressing the chosen socio-legal issue. Innovative storytelling, unique perspectives, creative presentation, and effective use of the reel format will be considered.
2	Content Accuracy and Relevance	15	The content must be factually correct, well-researched, and relevant to the selected sub-theme. The reel should effectively communicate the legal and social dimensions of the issue. Appropriate reference to laws, cases, examples, or real-life incidents may be used to strengthen the content.
3	Audience Engagement and Impact	15	The reel should capture the audience's attention and communicate its message effectively. The content should be engaging, thought-provoking, and capable of creating awareness, discussion, reflection, or a meaningful call to action.
4	Visual and Audio Excellence	10	The reel should demonstrate good production quality, including clear visuals, audio, editing, transitions, framing, lighting, background music, and subtitles where required. The overall presentation should be polished and suitable for the intended audience.
TOTAL		50 MARKS	

06. TERMS OF USE

6.1 Rights over Submitted Content:

By submitting a reel, participants grant the Organising Committee a non-exclusive, irrevocable, royalty-free licence to use, reproduce, distribute, display, and publish the submitted content across various media.

6.2 Permitted Use

- The submitted content may be used by the Organising Committee for:
- Promotional purposes;
- Social media and digital platforms;
- Event-related publications;
- Educational purposes; and
- Other legitimate purposes connected with the event or the institution.

6.3 Participant Responsibility

- Participants must ensure that their submission does not infringe the trademark, privacy, publicity, or other legal rights of any third party. Participants shall be responsible for obtaining any necessary permissions for third-party material used in their submission.

07. RESULTS AND DECLARATION

- The results shall be declared by the Organising Committee after completion of the evaluation process.
- The decision of the judges and Organising Committee regarding the results shall be final and binding.
- In the event of a tie, the Organising Committee/judges may adopt an appropriate tie-breaking mechanism.



o8. AWARDS

Merit Certificates and Mementoes shall be awarded to the Top Three Entries:



Position	Award
Winner	Merit Certificate + Memento
I Runner-Up	Merit Certificate + Memento
II Runner-Up	Merit Certificate + Memento

E- Certificates of Participation shall be provided to all eligible participants/teams.



ADR AWARENESS WEEK 2026

Dialogue • Understanding • Resolution



Dates:

23rd–26th September 2026

ACTIVITY II •

MEDIATION CENTRE VISITS

ONLY FOR ADRB MEMEBERS
23-26TH SEPTEMBER

The Mediation Centre Visits are designed to take students beyond the classroom and provide them with an opportunity to understand mediation in practice. The initiative aims to familiarise participants with the functioning of mediation centres, the practical stages of the mediation process and the role played by mediators in facilitating meaningful dialogue and dispute resolution.

Where applicable, participants will also have the opportunity to interact with practising mediators and practitioners, gaining first-hand insights into the skills, challenges and practical realities involved in resolving disputes through mediation.

WHAT CAN BE EXPECTED

- An introduction to mediation practice and its role in dispute resolution
- Understanding the mediation process and its practical functioning
- Observation of mediation-centre operations and, where possible, interaction with practitioners/mediators
- Practical insights into communication, negotiation and collaborative dispute resolution



ACTIVITY III – INTRA ARBITRAL AWARD COMPETITION



*Think like an arbitrator. Decide with precision.
Draft with purpose.*

ABOUT THE COMPETITION

The Arbitral Award Writing Competition provides participants with an opportunity to step into the role of an arbitrator and engage with the practical aspects of arbitral decision-making. Participants will be presented with a given problem and will be required to carefully analyse the facts, identify the relevant legal issues, assess the arguments and apply appropriate legal principles to arrive at a reasonable decision.

The competition aims to bridge the gap between theoretical knowledge and practical application, while encouraging participants to develop the essential skills required in arbitration and legal drafting.

THE COMPETITION FOCUSES ON DEVELOPING AND DEMONSTRATING:

- 01 Legal Reasoning
- 02 Analytical Skills
- 03 Application of Legal Principles
- 04 Arbitral Award Drafting





*Clarity
in process,
excellence
in outcome.*



1. Eligibility & Participation

- Open to all BALLB. and LLM. students of HILSR, Jamia Hamdard.
- Participation may be individual or in teams of two (co-authorship).
- No registration fee.
- Offline round: Black & White formal dress code.

2. Competition Structure

- Phase I – Award Submission: Online submission of the arbitral award.
- Phase II – Award Presentation: Shortlisted participants present their awards before the judges.
- Approximately 10 teams will qualify for the presentation round.

3. Award Submission

- Submit the award in both .docx and PDF formats.
- File name: [Team Code].ArbitralAward
- Submission must be made before 22 September, 5:30 PM.
- Late submission: 1 mark deducted for every 2 hours of delay.
- No submission accepted after 6 hours of the deadline.

OFFICIAL LINKS



Registration Form:

<https://forms.gle>



Submission Link:

<https://forms.gle>



RuleBook Link:

<https://forms.gle>

4. Important Deadlines

PROBLEM RELEASE	9 September 2026
REGISTRATION DEADLINE	15 September 2026, 5:30 PM
CLARIFICATIONS DEADLINE	16 September 2026, 5:30 PM
AWARD SUBMISSION	22 September 2026, 5:30 PM
PRESENTATION ROUND	28 September 2026
RESULTS	28 September 2026



Final presentation — 28 September



INTRA ARBITRAL AWARD COMPETITION PROPOSITION



In the matter of an arbitration under the Arbitration and
Conciliation Act, 1996

MS. AYESHA RAHMAN

C-22, Sushant Lok, Gurugram, Haryana

-- CLAIMANT --

MERIDIAN CONSULTANTS PVT. LTD.

Tower 2, DLF Cyber City, Gurugram, Haryana

-- RESPONDENT --





ARBITRAL AWARD COMPETITION PROPOSITION



PROBLEM STATEMENT

1. Ms. Ayesha Rahman (“Claimant”) holds a postgraduate degree in Human Resource Management and was engaged by the Respondent as its Head – Human Resources, a senior managerial position reporting directly to the Managing Director.’
2. Meridian Consultants Pvt. Ltd. (“Respondent”) is a private company engaged in the business of management consulting, with its registered office at Gurugram, Haryana.
3. By an Employment Agreement dated 1 January 2024 (“Agreement”), the Respondent engaged the Claimant for a fixed term of three years, commencing 1 January 2024 and ending 31 December 2026, at an annual cost-to-company of ₹36,00,000, payable monthly.
4. Clause 6 of the Agreement provided that the Respondent could terminate the Claimant’s employment by giving ninety (90) days’ written notice, or salary in lieu of the unserved portion of such notice.
5. Clause 9 of the Agreement entitled the Claimant to an annual Performance Bonus of up to 20% of her cost-to-company, based on her performance rating for the relevant appraisal cycle as assessed under the Respondent’s appraisal policy, payable on or before 30 June following the close of each appraisal cycle.
6. Clause 12 of the Agreement restrained the Claimant from joining a competing consulting firm for a period of six (6) months following cessation of her employment, provided that the Respondent would pay her Garden Leave Compensation equivalent to 50% of her monthly salary for that period, as consideration for such restraint.



ARBITRAL AWARD COMPETITION PROPOSITION



PROBLEM STATEMENT

7. Clause 18 of the Agreement provided for reference of disputes to arbitration before a Sole Arbitrator, with New Delhi as the seat and venue, under the Arbitration and Conciliation Act, 1996, the Agreement being governed by Indian law.

8. The appraisal cycle for financial year 2024-25 (1 April 2024 to 31 March 2025) closed in the ordinary course. No communication regarding the Claimant's performance rating for that cycle, or any Performance Bonus, was made to her on or before 30 June 2025 as stipulated under Clause 9, or at any time thereafter.

9. By a letter dated 10 February 2026, the Respondent terminated the Claimant's employment with effect from 12 March 2026, citing "organisational restructuring", and required her to serve a notice period of thirty (30) days only. The letter, for the first time, stated that the Claimant's performance for financial year 2024-25 had been rated "below expectations" pursuant to an internal review, and that no Performance Bonus was accordingly payable for that cycle.

10. The Claimant served the thirty-day notice period and her employment ceased on 12 March 2026. The Respondent did not pay any amount towards the balance sixty (60) days of the notice period stipulated under Clause 6.

11. On 25 March 2026, the Claimant joined Silverline Advisory LLP, a competing management consulting firm, as Director – People & Culture. Offer to pay the Garden Leave Compensation stipulated under Clause 12.



ARBITRAL AWARD COMPETITION PROPOSITION



PROBLEM STATEMENT

12. By a legal notice dated 2 April 2026, the Respondent called upon the Claimant to cease her employment with Silverline Advisory LLP, asserting that she was in breach of the non-compete restriction under Clause 12, and reserved its right to claim damages (Annexure 2). The Respondent did not tender or offer to pay the Garden Leave Compensation stipulated under Clause 12.

13. The Claimant, by her reply dated 8 April 2026, declined to resign from Silverline Advisory LLP, and separately raised her claims for the balance notice pay and the Performance Bonus for financial year 2024-25 (Annexure 2).

14. Disputes having arisen, the Claimant invoked arbitration under Clause 18 of the Agreement. The parties have mutually appointed a Sole Arbitrator; the seat and venue of arbitration is New Delhi, and the Agreement is governed by Indian



ARBITRAL AWARD COMPETITION PROPOSITION



STATEMENT OF CLAIM

MS. AYESHA RAHMAN (CLAIMANT)

15. The Claimant contends that Clause 6 entitled her to ninety days' notice or salary in lieu, and that the Respondent, having given only thirty days' notice, is liable to pay her salary in lieu of the balance sixty days, amounting to ₹6,00,000.

16. The Claimant contends that no performance rating or communication regarding the financial year 2024-25 appraisal cycle was made to her on or before 30 June 2025 as required under Clause 9, or at any point during her continued employment thereafter; the "below expectations" rating first asserted in the termination letter dated 10 February 2026 is an afterthought devised to defeat her entitlement, and she is accordingly entitled to the full Performance Bonus of ₹7,20,000 for that cycle.

17. The Claimant contends that Clause 12 makes payment of Garden Leave Compensation a condition for the Respondent's right to enforce the non-compete restriction; since the Respondent has neither paid nor tendered such compensation, it cannot enforce the restriction against her, and in any event, such post-termination restraints on trade are void under Section 27 of the Indian Contract Act, 1872, save to the limited extent recognised for senior employees where adequate consideration is paid.

18. The Claimant accordingly seeks the reliefs set out below, together with interest and costs.



ARBITRAL AWARD COMPETITION PROPOSITION



STATEMENT OF DEFENCE

MERIDIAN CONSULTANTS PVT. LTD. (RESPONDENT)

19. The Respondent contends that it validly exercised its right under Clause 6 to terminate the Claimant's employment, and that any shortfall in the notice period is, at most, a matter capable of being compensated in a sum to be determined by the Tribunal.

20. The Respondent contends that the Performance Bonus under Clause 9 is not an unconditional entitlement but is expressly linked to the Claimant's performance rating; an internal review conducted in January 2026, prior to the decision to terminate her employment, found her performance for financial year 2024-25 to be below expectations, and this finding was communicated to her at the earliest available opportunity, namely, in the termination letter.

21. The Respondent contends that the non-compete restriction under Clause 12 is a reasonable and enforceable restraint given the Claimant's senior role with access to confidential compensation structures, hiring strategy and client relationships, and that its obligation to pay Garden Leave Compensation was never triggered because the Claimant pre-emptively joined a competitor without affording the Respondent an opportunity to make such payment.

22. The Respondent counterclaims a sum of ₹15,00,000 as damages for loss of business advantage on account of the Claimant's breach of Clause 12, contending that her immediate move to a direct competitor, within two months of cessation of employment, caused demonstrable harm to its client relationships and hiring strategy.



ARBITRAL AWARD COMPETITION PROPOSITION



RELIEF SOUGHT

I. The Claimant seeks: (a) ₹6,00,000 towards salary in lieu of the balance notice period; (b) ₹7,20,000 towards the Performance Bonus for financial year 2024-25; (c) a declaration that Clause 12 is unenforceable against her; and (d) interest and costs.

II. The Respondent seeks: (a) dismissal of the Claimant's claims; (b) ₹15,00,000 as damages for breach of Clause 12; and (c) costs.

ISSUES BEFORE THE ARBITRAL TRIBUNAL

I. Whether the Claimant is entitled to salary in lieu of the balance sixty days of the notice period under Clause 6, and if so, in what amount.

II. Whether the Performance Bonus for financial year 2024-25 was payable to the Claimant as a matter of contractual entitlement under Clause 9, having regard to the timing and manner in which her performance rating was communicated.

III. Whether the non-compete restriction under Clause 12 is enforceable against the Claimant in the absence of payment of Garden Leave Compensation, and whether the Respondent is entitled to damages for its breach.

IV. Whether either party is entitled to interest and costs, and if so, at what rate and for what period.



ARBITRAL AWARD COMPETITION PROPOSITION



ANNEXURE 1: RELEVANT CLAUSES OF THE EMPLOYMENT AGREEMENT

Clause 6 – Termination: *“Either party may terminate this Agreement by giving the other ninety (90) days’ prior written notice. The Company may, at its discretion, pay the Employee salary in lieu of the notice period, or any unserved portion thereof.”*

Clause 9 – Performance Bonus: *“The Employee shall be entitled to an annual Performance Bonus of up to 20% of her cost-to-company, based on the Employee’s performance rating for the relevant appraisal cycle as assessed under the Company’s appraisal policy, and payable on or before 30 June following the close of each appraisal cycle.”*

Clause 12 – Non-Compete: *“The Employee shall not, for a period of six (6) months following cessation of employment, join or provide services to any entity engaged in a business competing with the Company, provided that the Company shall pay the Employee Garden Leave Compensation equivalent to 50% of her last drawn monthly salary for the said period, as consideration for such restraint.”*

Clause 18 – Dispute Resolution: *“Any dispute arising out of or in connection with this Agreement shall be referred to and finally resolved by arbitration before a Sole Arbitrator mutually appointed by the parties. The seat and venue of arbitration shall be New Delhi. The arbitration shall be conducted in accordance with the Arbitration and Conciliation Act, 1996, and this Agreement shall be governed by the laws of India.”*



ARBITRAL AWARD COMPETITION PROPOSITION



ANNEXURE 2: RECORD OF CORRESPONDENCE

LEGAL NOTICE DATED 2 APRIL 2026 — MERIDIAN CONSULTANTS PVT. LTD. TO MS. AYESHA RAHMAN

Subject: Breach of Non-Compete Obligation

Dear Ms. Rahman,

It has come to our notice that you have joined Silverline Advisory LLP, a firm engaged in a business directly competing with ours, within days of the cessation of your employment with us. This is in clear violation of Clause 12 of your Employment Agreement dated 1 January 2024. We call upon you to cease your association with Silverline Advisory LLP forthwith, failing which we reserve our right to claim damages for the loss caused to us.

Yours faithfully,

Authorised Signatory, Meridian Consultants Pvt. Ltd.

REPLY DATED 8 APRIL 2026 — MS. AYESHA RAHMAN TO MERIDIAN CONSULTANTS PVT. LTD.

Subject: Re: Breach of Non-Compete Obligation

Dear Sir/Madam,

I refer to your notice dated 2 April 2026. I note that the Company has, at no point, offered or paid the Garden Leave Compensation stipulated under Clause 12 of my Employment Agreement as consideration for the restraint you now seek to enforce. I am, in the circumstances, not obliged to comply with your demand. I further place on record my claims for salary in lieu of the balance notice period, and for the Performance Bonus due to me for financial year 2024-25, both of which remain unpaid despite being due under my Employment Agreement.

Regards,

Ayesha Rahman

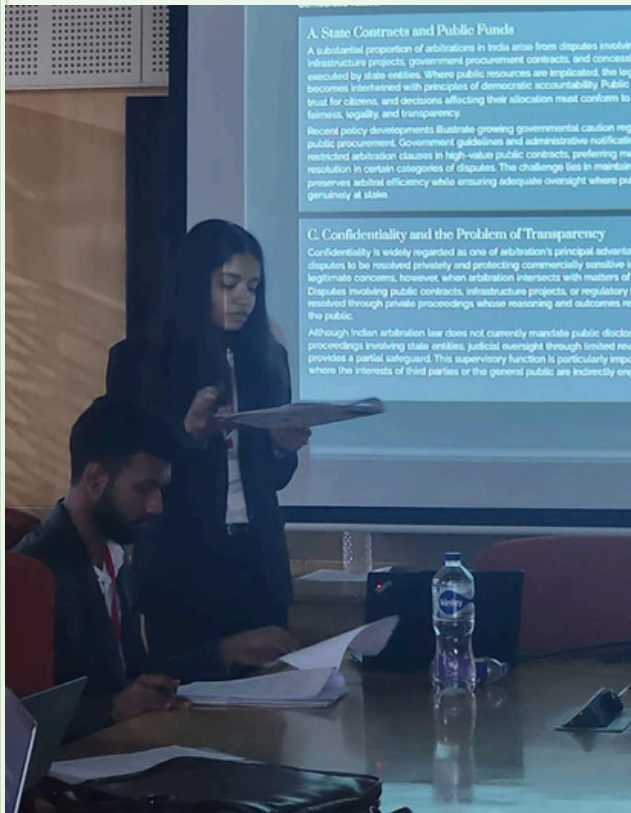
7. FINAL DAY — 28 SEPTEMBER

VALEDICTORY CEREMONY

CELEBRATING A WEEK OF RESOLUTION



The final day of ADR Awareness Week 2026 will mark the culmination of a week dedicated to learning, creativity and practical engagement with Alternative Dispute Resolution. The ceremony will bring together participants, judges, organisers and guests to celebrate the achievements and efforts of everyone involved, while concluding the week on a note of recognition and reflection.



HIGHLIGHTS

- Final Round - Arbiral Award Writing Competition
- Judges' Deliberation
- Announcement of reel Competition Winners
- Prize Distribution
- Certificate Distribution
- Valedictory Address
- Closing Remarks



*a week of dialogue,
a future of understanding.*



ADR WEEK — MASTER TIMELINE

15 SEP
2026

LAST DATE FOR REGISTRATION
REEL & ARBTRAL AWARD COMPETITION

16 SEP
2026

LAST DATE FOR CLARIFICATIONS —
ARBTRAL AWARD COMPETITION

22 SEP
2026

SUBMISSION OF ARBTRAL AWARD
SUBMISSION OF REEL

23-26
SEP 2026

MEDIATION CENTRE VISITS*

28 SEP
2026

FINAL PRESENTATION — ARBTRAL
AWARD COMPETITION

28 SEP
2026

ANNOUNCEMENT OF REEL COMPETITION
WINNERS VALEDICTORY CEREMONY

CONTACT & SOCIAL MEDIA

CONTACT PERSON

AAEEN
ZAHRA

CO- CONVENOR
(+91 72890 27778)

AKASH
KUMAR

SECRETARY
(+91 8287424578)

- ADRB OFFICIAL INSTAGRAM -

[HTTPS://WWW.INSTAGRAM.COM/ADRBOARDHI
LSR?STKN=MWGoNMTQBMEzOHlyEA==](https://www.instagram.com/adrboardhilsr?stkn=MWGoNMTQBMEzOHlyEA==)

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The Bay Estate