



इन्स्टिट्यूट ऑफ रूरल मॅनेजमेंट आणंद Institute of Rural Management Anand

D.O. (O-ORD)53/2018

June 12, 2018

OFFICE ORDER

Subject : Sexual Harassment Complaints Committee (SHCC) renamed as Internal Complaints Committee (ICC)

**Reference : (1) Office Order No. D.O. (O.ORD)/39/2018 dated May 9, 2018
(2) The Gazette of India Notification No.251, New Delhi, Friday, June 10, 2016/JYAISTHA 20, 1938**

In continuation of the above Office Order, the Sexual Harassment Complaints Committee (SHCC) is now renamed as Internal Complaints Committee (ICC). The ICC is reconstituted with the following members for a period of three years:

Prof. Madhavi Mehta	- Convenor
Prof. Asmita Vyas, Faculty Member	- Member
Prof. Anand Venkatesh, Faculty Member	- Member
Ms. Vandana Shah, Non-teaching Staff	- Member
Mr. Saurabh Prajapati, Non-teaching Staff	- Member
PRM Senior Batch Class Representative	- Member
PRM Junior Batch Class Representative	- Member
PRM Senior Batch Women Hostel Secretary	- Member
PRM Junior Batch Women Hostel Secretary	- Member
Ms. Archana Joshi, Director, Deepak Foundation	- External Member

As per the Gazette of India notification the Terms of Reference of the ICC shall be as follows. A copy of the Gazette of India notification is attached at Annexure-A.

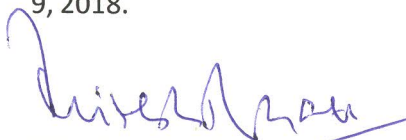
- (a) Provide assistance if an employee or a student chooses to file a complaint with the police;
- (b) Provide mechanisms of dispute redressal and dialogue to anticipate and address issues through just and fair conciliation without undermining complainant's rights,



and minimize the need for purely punitive approaches that lead to further resentment, alienation or violence;

- (c) Protect the safety of the complainant by not divulging the person's identity, and provide the mandatory relief by way of sanctioned leave or relaxation of attendance requirement or transfer to another department or supervisor as required during the pendency of the complaint, or also provide for the transfer of the offender;
- (d) Ensure that victims or witnesses are not victimized or discriminated against while dealing with complaints of sexual harassment; and
- (e) Ensure prohibition of retaliation or adverse action against a covered individual because the employee or the student is engaged in protected activity.

This Office Order shall supersede the Office Order No. D.O. (O-ORD)/39/2018 dated May 9, 2018.


(Hitesh V Bhatt) 12/06/18

Encl: as above

cc: All concerned