

Internal Complaint Committee

Composition of Internal Complaint Committee (Academic Session 2024-25)

S.No.	Committee Member	Post	Mobile no.	Depatt.
1	Dr. D.K. Ahirwar	Presiding Officer	9630099212	Pharm
2	Ms. Bhagyashree Agrawal	Coordinator	8827780841	Pharm
3	Ms. Shilpi Shukla	Member	7089990290	Pharm
4	Mrs. Seeta Ahirwar	Member	8085563521	Pharm
5	Mrs. Sita Kathale	Member	9893259014	Pharm
6	Ms. Anjali Sonkar	Member	9340567667	Pharm
7	Ms. Vinita Sahu	Student Member	9770632066	B. Pharm.
8	Ms. Ranu Gowd	Student Member	9399512710	M. Pharm.
9	Mrs. Manorama Ratre	Student Member	8770036145	Research Scholar
10	Anita	Student Member	7723075717	B. Pharm.

Note: For any query and any problem kindly contact.

Dr. D. K. Ahirwar

Chairman, Internal Complaint Committee

Contact: 9630099212

Internal Complaints Committee (ICC)

(Functions and Responsibilities)

Objectives of ICC:

The objectives of the Internal Complaint Committee to Prevent Sexual Harassment of Women at the Workplace are as follows:

- ✓ To develop a policy against sexual harassment of women at the Institute.
- ✓ To ensure the implementation of the policy in letter and spirit through proper reporting of the complaints and their follow-up procedures.
- ✓ To uphold the commitment of the Institute to provide an environment free of gender-based discrimination.
- ✓ To promote a social and psychological environment to raise awareness on sexual harassment in its various forms.
- ✓ To create a secure physical and social environment to deter any act of sexual harassment.
- ✓ To evolve a permanent mechanism for the prevention and Redressal of sexual harassment cases and other acts of gender-based violence at the Institute.

Background & Rationale:

Sexual harassment infringes on the following two fundamental rights provided by the Constitution of India: One is the right of a woman to gender equality under Article 14 and the other is the woman's right to life and live with dignity under Article 21.

Supreme Court provided clear guidelines for dealing with sexual harassment in 1997. These guidelines which are legally binding and must be enforced include the definition of sexual harassment at the workplace, the prevention of such harassment, disciplinary action against the erring employee, and employer's responsibility in ensuring a harassment-free workplace.

The Committee for Managing Gender Issues has been set up as the Internal Complaints Committee that the Indian Institute of Management Bodh Gaya was required to set up as per the Supreme Court Guidelines. This would normally limit its outcomes to resolution, settlement, or prosecution.

However, ICC was set up not only to deal with complaints of sexual harassment of women in the workplace but also to focus on creating awareness, counseling, and educating about gender issues. For example, specific components of induction programmes were formally introduced and are based on creating awareness and informing students about the Institute's framework for dealing with such issues. In addition, gender sensitization workshops for staff and students are also conducted.

Jurisdiction:

The policy and the rules & regulations would apply to all students, faculty, and nonteaching staff on active rolls of IIM BG. The policy and the rules & regulations would also apply to service providers and outsiders who may be within the territory of the IIM BG at the time of commission of the act coming under the purview of the policy.

Power and Duties of the Committee:

The committee is NOT to act as moral police; neither will it intrude on anyone's privacy. The role of the Committee is to create awareness about sexual harassment and to deal with and recommend punishment for non-consensual acts of sexual harassment, and not to curtail sexual expression within the campus.

A. Preventive

To create and ensure a safe environment that is free of sexual harassment, including safety from persons/visitors coming into contact at the workplace.

B. Gender Sensitization

Gender Sensitization involves creating awareness about issues of gender and sexuality and working towards and creating an enabling environment of gender justice where all can work together with a sense of personal security and dignity.

C. Remedial

The mechanism for registering complaints should be safe, accessible, and sensitive.

Submit Online Students Grievance Form:

<https://forms.gle/eKTRvdwW7fBAuDTH6>