



राष्ट्रीय फैशन प्रौद्योगिकी संस्थान
(वस्त्र मंत्रालय, भारत सरकार)

National Institute of Fashion Technology
(Ministry of Textiles, Govt. of India)

No.14305(1)/NIFT/BBSR/Estt./CC/SH File/2434

10.08.2022

कार्यालय ज्ञापन / OFFICE MEMORANDUM

विषय: निफ्ट भुवनेश्वर के लिए आंतरिक शिकायत समिति (आईसीसी) का गठन।

Subject: Constitution of Internal Complaints Committee (ICC) for NIFT Bhubaneswar.

Superseding all the orders hitherto issued on the subject, the Competent Authority has been pleased to constitute an Internal Complaints Committee (ICC) in respect of Group-C employees of NIFT, Bhubaneswar Campus in compliance of the 'Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 as under:

- | | | |
|---|---|-----------------|
| 1. Ms. Susmita Behera, Associate Professor | - | Chairperson |
| 2. Dr. Madhumita Ray, NGO- Harsha Trust | - | Member |
| 3. Ms. Punam Passi, Assistant Professor | - | Member Convener |
| 4. Sh. Navin Chandra Tewari, Accounts Officer | - | Member |

2. The tenure of the ICC – NIFT Bhubaneswar Campus shall be for a period of three years from the date of issue of this OM.

3. On receipt of a complaint, the ICC shall conduct necessary enquiries in accordance with the Vishakha Guidelines as well as 'Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act' (the Act) to ascertain the truth of the allegations by collecting documentary evidence and recording statements of possible witnesses including the complainant. The ICC shall then submit the preliminary enquiry report to the Competent Disciplinary Authority along with all the original documents produced during the preliminary enquiry proceedings. In case the allegations do not appear to be in the nature of sexual harassment, the ICC may refer the matter to the Joint Director for appropriate action.

4. In case of a complaint is related to the said ICC, the member shall not participate in that specific enquiry. In such a case, another member shall be nominated by the Campus Director.

This issues with the approval of Competent Authority.

(अजित कुमार साहू / Ajit Kumar Sahu)
संयुक्त निदेशक / Joint Director

Copy to:

1. DG NIFT
2. CVO, NIFT HO
3. Registrar, NIFT HO
4. Head (AA), NIFT HO
5. Legal Officer, NIFT HO
6. PS to DG – For information
7. Dr. Madhumita Ray, Lead HR, Communication & Gender, Harsha Trust, Bhubaneswar, Odisha
8. Internal Circulation / Notice Board

A Premier Institute of Design, Management & Technology
A statutory body under the NIFT Act 2006

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