

INTRODUCTION-

- ❑ The **Internal Complaints Committee (ICC)** is a statutory body mandated under the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013.
- ❑ It is constituted in every workplace or organization with **10 or more employees** to address and redress complaints of sexual harassment.
- ❑ The ICC ensures compliance with the provisions of the Act, promotes a safe and inclusive workplace environment, and provides a formal mechanism for dealing with grievances related to sexual harassment.

## ଇଣ୍ଟରନାଲ୍ କମ୍ପ୍ଲେଣ୍ଟସ୍ କମିଟି (ଆଇ.ସି.ସି)

କର୍ମକ୍ଷେତ୍ରରେ ଯୌନ ଉପହାସନକୁ ରୋକିବା ପାଇଁ  
(ପ୍ରତିରୋଧ, ନିଷେଧ ଏବଂ ପ୍ରତିକାର)

### ମୁଁ ଜାଣିବି

୧. ଯୌନ ଚିହ୍ନାଦାନା କ'ଣ ଅଟେ ?  
 ଉ. ଯୌନ ଚିହ୍ନାଦାନ ଅର୍ଥାତ୍ ସମ୍ପର୍କ, ଶୃଙ୍ଖଳା ବା ସାମ୍ପର୍କିତ ବ୍ୟବହାର ଯାହା, ଅସ୍ଥିତ ଭାବେ ଓ ମନେ ଆପତ୍ତ ଦିଏ ।  
 ଋ. ଯୌନ ଚିହ୍ନାଦାନ ଯୌନର ସହ ଉପହାସନ ଆଦି ଯାହା ଯୌନ ଚିହ୍ନାଦାନକୁ ଚିହ୍ନିତ କରେ ।  
 ଓ. ଯୌନ ଚିହ୍ନାଦାନ ଅସ୍ଥିତ ଭାବେ ହେବ ।  
 ଘ. ଅସ୍ଥିତ ହେବା ବା ଅସ୍ଥିତ ହେବାପାଇଁ ।
୨. ଦୁର୍ଗତ ଯୌନ ଚିହ୍ନାଦାନା ଦିବ୍ୟ ଯୌନ ଚିହ୍ନାଦାନ ଯୌନ ଚିହ୍ନାଦାନ ଯୌନ ଚିହ୍ନାଦାନ ଯୌନ ଚିହ୍ନାଦାନ ?  
 ଉ. ଦୁର୍ଗତ ଯୌନ ଚିହ୍ନାଦାନ ଯୌନ ଚିହ୍ନାଦାନ ଯୌନ ଚିହ୍ନାଦାନ ଯୌନ ଚିହ୍ନାଦାନ ଯୌନ ଚିହ୍ନାଦାନ ।
୩. ଦୁର୍ଗତ ଯୌନ ଚିହ୍ନାଦାନା ଏକ ସାହିତ୍ୟିକ ପଦ୍ଧତି କିମ୍ବା ପଦ୍ଧତି କି ?  
 ଉ. ଯୁ, ଦୁର୍ଗତ ଯୌନ ଚିହ୍ନାଦାନ ଉ ଏକ ସାହିତ୍ୟିକ ପଦ୍ଧତି କିମ୍ବା ପଦ୍ଧତି କିମ୍ବା ପଦ୍ଧତି ।
୪. ଦିବ୍ୟ ଯୌନ ଚିହ୍ନାଦାନ ଯୌନ ଚିହ୍ନାଦାନ ଯୌନ ଚିହ୍ନାଦାନ ଯୌନ ଚିହ୍ନାଦାନ ?  
 ଉ. ଦିବ୍ୟ ଯୌନ ଚିହ୍ନାଦାନ ଯୌନ ଚିହ୍ନାଦାନ ଯୌନ ଚିହ୍ନାଦାନ ଯୌନ ଚିହ୍ନାଦାନ ଯୌନ ଚିହ୍ନାଦାନ ।
୫. ଯୌନ ଚିହ୍ନାଦାନ ଯୌନ ଚିହ୍ନାଦାନ ଯୌନ ଚିହ୍ନାଦାନ ଯୌନ ଚିହ୍ନାଦାନ ?  
 ଉ. ଯୁ, ଯୌନ ଚିହ୍ନାଦାନ ଯୌନ ଚିହ୍ନାଦାନ ଯୌନ ଚିହ୍ନାଦାନ ଏକ ଯୌନ ଚିହ୍ନାଦାନ ଯୌନ ଚିହ୍ନାଦାନ ଯୌନ ଚିହ୍ନାଦାନ ।
୬. ଯୌନ ଚିହ୍ନାଦାନା ଯୌନ ଚିହ୍ନାଦାନ ଯୌନ ଚିହ୍ନାଦାନ ଯୌନ ଚିହ୍ନାଦାନ ?  
 ଉ. ଯୌନ ଚିହ୍ନାଦାନ ଯୌନ ଚିହ୍ନାଦାନ ଯୌନ ଚିହ୍ନାଦାନ ଯୌନ ଚିହ୍ନାଦାନ ଯୌନ ଚିହ୍ନାଦାନ ।
୭. ଯୌନ ଚିହ୍ନାଦାନ ଯୌନ ଚିହ୍ନାଦାନ ଯୌନ ଚିହ୍ନାଦାନ ଯୌନ ଚିହ୍ନାଦାନ ?  
 ଉ. ଯୁ ଯୌନ ଚିହ୍ନାଦାନ ।
୮. ଯୌନ ଚିହ୍ନାଦାନ ଯୌନ ଚିହ୍ନାଦାନ ଯୌନ ଚିହ୍ନାଦାନ ଯୌନ ଚିହ୍ନାଦାନ ?  
 ଉ. ଯୁ ଯୌନ ଚିହ୍ନାଦାନ ଯୌନ ଚିହ୍ନାଦାନ ଯୌନ ଚିହ୍ନାଦାନ ଯୌନ ଚିହ୍ନାଦାନ ।
୯. ଯୌନ ଚିହ୍ନାଦାନ ଯୌନ ଚିହ୍ନାଦାନ ଯୌନ ଚିହ୍ନାଦାନ ଯୌନ ଚିହ୍ନାଦାନ ?  
 ଉ. ଯୁ ଯୌନ ଚିହ୍ନାଦାନ ଯୌନ ଚିହ୍ନାଦାନ ଯୌନ ଚିହ୍ନାଦାନ ଯୌନ ଚିହ୍ନାଦାନ ।
୧୦. ଯୌନ ଚିହ୍ନାଦାନ ଯୌନ ଚିହ୍ନାଦାନ ଯୌନ ଚିହ୍ନାଦାନ ଯୌନ ଚିହ୍ନାଦାନ ?  
 ଉ. ଯୁ ।



The University is under strict surveillance against any kind of sexual harassment. Incase of any instances please talk to us

- ପ୍ର. ମୋହନାମା ମହାପାତ୍ର  
ପ୍ର. ଅଧ୍ୟକ୍ଷ
- ଡା. ନିତା ଶର୍ମା  
ପ୍ର. ଅଧ୍ୟକ୍ଷ
- ଡା. ସୁଜାତା ଶର୍ମା  
ପ୍ର. ଅଧ୍ୟକ୍ଷ
- ଶ୍ରୀମତୀ ସୁଜାତା ଶର୍ମା  
ପ୍ର. ଅଧ୍ୟକ୍ଷ
- ଶ୍ରୀମତୀ ବିଧାନୀ ଶର୍ମା  
ପ୍ର. ଅଧ୍ୟକ୍ଷ
- ଡା. ଉତ୍ତମ ମିଶ୍ର (ପ୍ର. ଅଧ୍ୟକ୍ଷ-ଏ.ଏ.ଏ.ଏ.)  
ପ୍ର. ଅଧ୍ୟକ୍ଷ
- ଲୋକନା ପ୍ରଧାନ  
ପ୍ର. ଅଧ୍ୟକ୍ଷ
- ଶ୍ରୀମତୀ ସୁଜାତା  
ପ୍ର. ଅଧ୍ୟକ୍ଷ
- ସାଧାରଣ ସୁଜାତା ମିଶ୍ର  
ପ୍ର. ଅଧ୍ୟକ୍ଷ

ଗଜାଧର ମେହେର ବିଶ୍ୱ ବିଦ୍ୟାଳୟ, ସମ୍ବଲପୁର, ଓଡ଼ିଶା

**OBJECTIVES**

- ✓ Establish measures to prevent sexual harassment in the workplace.
  - ✓ Prohibit all forms of sexual harassment against women in work environments.
- Provide a structured process for addressing complaints and ensuring justice for victims

**SIGNIFICANCE**

- By providing them with a platform to voice their concerns without fear of retaliation or stigma.
- A harassment-free workplace boosts morale, productivity, and inclusivity.

- Addressing harassment contributes to breaking down systemic barriers faced by women in professional settings.
- Safe workplaces encourage higher participation of women in the workforce, contributing to economic empowerment and development.
- Upholds international commitments such as CEDAW and ILO standards on workplace dignity and equality.

## INTERNAL COMPLAINTS COMMITTEE (ICC)

To ensure Prevention of Sexual Harassment at Workplace  
(Prevention, Prohibition & Redressal)

### Frequently Asked Questions

1. Whom should you appeal if you feel you are harassed sexually ?  
Ans- Write an application to the head of your department/mentor mentioning your complaint.
2. Will I get an acknowledgement copy of my complaint ?  
Ans- Yes you will find a copy.
3. What will the head of the department, mentor do after receiving the complaint of sexual harassment ?  
Ans- The head of the Department Mentor will forward the complaint to the ICC for investigation.
4. What is sexual harassment ?  
Ans- Any unwelcome physical, verbal or nonverbal conduct of sexual nature
  - Demand or request for sexual favors
  - Making sexual colored remark
  - Physical contact or advances
  - Showing pornography
5. Can the student directly contact an ICC member and share the grievance ?  
Ans- The ICC member will assist the student in writing the complaint.
6. Within how many days from the date of incident complaint can be made ?  
Ans- The complaint of sexual harassment be made within 3 months from the date of incident.
7. After receiving the complaint in how many days should ICC intimate the respondents who has committed the crime ?  
Ans- Within 7 days of receipt of the complaint.
8. In how many days the inquiry is to be completed ?  
Ans- The inquiry is to be completed within 90 days from the receipt of the complaint.
9. In how many days the inquiry report is to be submitted ?  
Ans- within 10days of the completion of the inquiry.
10. Whether monetary compensation is admissible for the complainant ?  
Ans- No monetary settlement should be made as a basis of conciliation.



**Prof. Monalisha Mahapatra**  
Presiding Officer

**Dr. Namita Shadangi**  
Member

**Dr. Sasmitarani Shasani**  
Member

**Ms. Priyanka Swain**  
Member

**Ms. Dibyani Shukla**  
Member



The University is under strict surveillance against any kind of sexual harassment. In case of any instances please talk to us

**Dr. Rita Mishra (Patang-NGO)**  
Member

**Lochana Padhan**  
Student Member  
Economics

**Subham Sahu**  
Student Member  
Sociology

**Swagat Kumar Mishra**  
Student Member  
Physics



**GANGADHAR MEHER UNIVERSITY, SAMBALPUR, ODISHA**



### STRUCTURE OF ICC: GMU

#### CURRENT MEMBERS OF ICC

SL NO	NAME	POSITION
1	PROF. MONALISHA MAHAPARTA	PRESIDING OFFICER
2	DR. NAMITA SHADANGI	MEMBER
3	DR. SASMITARANI SHASANI	MEMBER

<b>4</b>	<b>MS. PRIYANKA SWAIN</b>	<b>MEMBER</b>
<b>5</b>	<b>MS. DIBYANI SHUKLA</b>	<b>MEMBER</b>
<b>6</b>	<b>DR. RITA MISHRA</b>	<b>MEMBER (NGO-PATANG)</b>
<b>7</b>	<b>LOCHANA PRADHAN</b>	<b>STUDENT MEMBER ECONOMICS</b>
<b>8</b>	<b>SUBHAM SAHU</b>	<b>STUDENT MEMBER SOCIOLOGY</b>
<b>9</b>	<b>SWAGAT KUMAR MISHRA</b>	<b>STUDENT MEMBER PHYSICS</b>

**CURRENT MEMBERS OF  
DISCIPLINE & GRIEVANCE REDRESSAL COMMITTEE**

<b>SL NO</b>	<b>NAME</b>	<b>POSITION HOLD</b>
<b>1</b>	<b>CHAIRMAN, PG COUNCIL</b>	<b>CHAIRMAN</b>
<b>2</b>	<b>DEAN, STUDENTS WELFARE</b>	<b>MEMBER</b>
<b>3</b>	<b>DR. BIBHU KALYAN MOHANTY</b>	<b>MEMBER</b>
<b>4</b>	<b>DR. MURALIDHAR SHARMA</b>	<b>MEMBER</b>
<b>5</b>	<b>DR. PRIYADARSHI JOSHI</b>	<b>MEMBER</b>
<b>6</b>	<b>DR. PARAMATAP PRADHAN</b>	<b>MEMBER</b>
<b>7</b>	<b>DR. SALA BESRA</b>	<b>MEMBER</b>

8	DR. BANITA MAHANADIA	MEMBER
9	DR. SASMITA PATI	MEMBER

**CURRENT MEMBERS OF SEXUAL HARASSMENT OF WOMEN AT WORKPLACE**

SL NO	NAME	POSITION HOLD
1	DR. MEERA SWAIN, ASSO. PROF. OF ANTHROPOLOGY	CHAIRPERSON
2	DR. SUNELI DEI, ASST. PROF, SANSKRIT	MEMBER
3	DR. BANITA MAHANADIA, ASST. PROF OF POLITICAL SCIENCE	MEMBER
4	DR. PUSPA HEMBRUM, ASST.	MEMBER
5	DR. ASHRITA PATRA, ASST. PROF. OF MATHEMATICS	MEMBER
6	DR. PARIKSHITA BHOI, PROF ODIA	MEMBER
7	MS. BHUMISUTA SAHU, PATANG NGO	MEMBER

**Complain Procedure**

**Functions of the Internal Complaints Committee (ICC)**

- ✓ Receive and investigate complaints of sexual harassment.
- ✓ Provide a fair and impartial hearing to both parties.
- ✓ Recommend actions to the employer based on findings, which may include penalties, transfer, or termination of the accused.
- ✓ Maintain confidentiality during the inquiry process.

**Complaint and Inquiry Process**

- ✓ A complaint should be filed within **three months** of the incident, extendable by another three months under special circumstances.
- ✓ The ICC must complete the inquiry within **90 days**.
- ✓ The report must be submitted to the employer and concerned authorities within **10 days** after the completion of the inquiry.
- ✓ If the complaint is proven, the employer must act on the ICC's recommendations within **60 days**.

