



Kripalu Mahila Mahavidyalaya

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CONSTITUTION OF THE INTERNAL COMPLAINT COMMITTEE (ICC) FOR THE AY 2025–2026

This is to inform that the Internal Complaints Committee (ICC) is being constituted at Kripalu Mahila Mahavidyalaya in accordance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, to prevent sexual harassment on campus, provide an accessible redressal mechanism, and foster a safe and inclusive environment for all women employees and students.

Functions of the Committee:

- To take all necessary measures for the prevention of sexual harassment within the institution and on the campus, and to create and maintain a safe, respectful, and secure environment for women employees and students.
- To organize awareness programs aimed at educating staff and students about:
 - The definition and forms of sexual harassment in the workplace,
 - Provisions and rights under the Prevention of Sexual Harassment (PoSH) Act,
 - The role and responsibilities of the ICC,
 - The procedure for lodging complaints regarding sexual harassment, and
 - [UGC Guidelines](#) on the Prevention, Prohibition, and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions.
- To maintain strict confidentiality throughout the complaint and redressal process, as mandated by the PoSH Act.
- To ensure that inquiries are completed within 90 days, and appropriate action is taken within the next 60 days.
- To ensure prompt, fair, and unbiased investigation of all complaints related to sexual harassment and to protect complainants and witnesses from retaliation or victimization during and after the inquiry process.
- To provide necessary support and assistance to the aggrieved party, such as counselling or academic/workplace adjustments, where required.
- To take appropriate remedial actions and recommend disciplinary measures as necessary to address and resolve complaints.
- To compile and submit annual reports to the appropriate authorities within the stipulated timelines and formats, whenever requested.

Composition of the Committee:

Name	Designation	Position in the Committee
Ms. Rakhi	Teaching Associate	Committee Head
Mrs. Rekha Mishra	Associate Professor	Member
Mr. Mukesh Kumar	Assistant Professor	Member
Dr. Durga Wati Sharma	Assistant Professor	Member
Mr. Ramesh Kumar Yadav	Assistant Professor	Member


Principal

Prof. Ashok Kumar Nagar
Kripalu Mahila Mahavidyalaya

Date of Issue: June 10th, 2025