



श्रीमती मंजीरा देवी शिक्षण एवं प्रशिक्षण संस्थान

रुकमणीनगर, हिटाणू धनारी, डुण्डा, उत्तरकाशी (उत्तराखण्ड) – 249151

Approved by : All India Council For Technical Education (AICTE), NCTE, PCI, Ministry of H.R.D., Govt. of India, Govt. of UK
Affiliated to : HNB Garhwal Central University Srinagar, Uttarakhand Board of Technical Education (UBTE) Roorkee

पत्रांक ..SMD/M..UKI/PH/misc-2021-22/ICC/GSCASH/009/03 दिनांक: ..19/10/2021

Ref. No.: As per norms in appendix-6 of AICTE Approval Process Handbook 2019-20, Establishment of Internal Complaint Committee (ICC) (As per Section 4 All India Council for Technical Education (Gender Sensitization, Prevention and Prohibition of Sexual Harassment of Women Employees and Students and Redresser of Grievances in Technical Institution) Regulations, 2016 vide No. F. AICTE/WH/2016/01 dated 10th June, 2016.

With reference to above, Internal Complaint Committee (ICC) or Gender Sensitization Committee Against Sexual Harassment (GSCASH) is formed to resolve all the matter related to faculty members, staff members and students in campus.

TO ALL EMPLOYEES AND STUDENTS

1. Protection against sexual harassment and the right to work with dignity in respect of women employees are universally recognized rights. To provide protection against sexual harassment of women and student at word place and for the prevention and redressal of complaints of sexual harassment and for matters connected therewith or incidental thereto the Sexual Harassment of Women at workplace (Prevention, Prohibition and Redressal) Act, 2013 has been enacted by the Government of India with effect from 09 December 2013.

2. The undersigned is nominated and directed to inform to al employees that in pursuance of Section 4 of 'The Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013', the internal complaint committee (ICC)/GSCASH of Smt. Manjira Devi Shikshan & Prashikshan Hitanu Dhanari Uttarkashi (Uttarakhand) is constituted with the following members:-

Composition and Reconstitution of ICC/GSCASH

| S.No. | Name | Designation | Position in committee | Phone No. |
|-------|-----------------------|-------------|-----------------------|------------|
| 1 | Amit Kumar | Principal | Presiding Officer | 8171283797 |
| 2 | Shri Krishna Arya | Lecturer | Member | 9761571058 |
| 3 | Mahesh Bhatt | Lecturer | Member | 7060735645 |
| 4 | Jitendra Pratap Singh | Lecturer | Member | 9897934727 |
| 5 | Minakshi Chauhan | Lecturer | Member | 7579481897 |
| 6 | Rajdhani Nautiyal | Librarian | Member | 7078199067 |
| 7 | Aarti Mandrwal | Coordinator | Member | 8126097590 |
| 8 | Pragati Dangwal | Student | Member | 9012827740 |
| 9 | Kiran Ramola | Student | Member | 9557525910 |
| 10 | Sudhir Nautiyal | Student | Member | 8979944318 |
| 11 | Vishesh Dabral | Student | Member | 8191016908 |

Contacts : 0135 - 213157, 7895246046, 9458180795, 9897883455

email : info@manjiradevicollege.org, info@manjiradevi.com

3. Responsibilities of Internal Complaints Committee (ICC) or GSCASH - The ICC or GSCASH Committee shall:

- (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.

4. The committee will come into force with immediate effect and will remain operative for the due tenure (for three years) from its reconstitution date i.e. 02/01/2019.

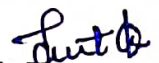
5. The committee will function in accordance with the provisions of All India Council for Technical Education (Gender Sensitization, Prevention and Prohibition of Sexual Harassment of Women Employees and Students and Redressal of Grievances in Technical Institutions) regulations, 2016.

Distribution

All units
All Notice Boards

Copy to Information to

HODs
Members of ICC/GSCASH
Faculty Members


Amit Kumar
(Principal)

Smt. Manjira Devi Shikhan & Prashirshan
Instt., Hikanu, Uttarkashi