



Bhavdiya Medical College and Institute of Nursing

Sibar, Sohawal, Ayodhya up

BMCIN/ICC/2024

Date: 28 Oct 2024

RECONSTITUTION OF INTERNAL COMPLAINTS COMMITTEE

Bhavdiya Medical College and Institute of Nursing, Ayodhya, advocates the empowerment of women and has zero tolerance for sexual harassment. This institution is committed to create a safe environment for women students and employees – a gender-just environment free of violence, harassment, exploitation, intimidation and stress through creation of awareness on the issue of sexual harassment by conducting workshops and lectures by activists and academicians. In pursuance of UGC (Prevention, prohibition and Redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015 with Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, Internal Complaints Committee (ICC) is constituted as under to deal with the complaints relating to Sexual harassment at work place.

The ICC of Bhavdiya Medical College and Institute of Nursing, Ayodhya comprises of the following members:

Presiding Officer:

1. **Mrs. Jyoti Verma**
Associate Professor
Mob: 9559204662

Faculty Representative

1. **Ms. Roshni Verma**, Assistant Prof. Bhavdiya Medical College and Institute of Nursing (A unit of Bhavdiya Group of Institutions, Ayodhya)
2. **Ms. Sandeepa Patel**, Nursing Tutor Bhavdiya Medical College and Institute of Nursing, Ayodhya
3. **Ms. Anita Patel**, Nursing Tutor Bhavdiya Medical College and Institute of Nursing, Ayodhya
4. **Ms. Saumya Pal**, Nursing Tutor Bhavdiya Medical College and Institute of Nursing, Ayodhya
5. **Ms Divya Yadav**, Nursing Tutor Bhavdiya Medical College and Institute of Nursing, Ayodhya
6. **Ms Preeti Chakrawarti**, Nursing Tutor Bhavdiya Medical College and Institute of Nursing, Ayodhya

Students' Representative

1. Ms. Oshika Singh, B.Sc. Nursing V Semester
2. Ms Sunita Maurya, B.Sc. Nursing V Semester
3. Ms Aashita Srivastava, GNM 3rd Year
4. Ms Shivani Yadav, GNM 3rd Year

Dr. Sanjay Kushwaha
Director

Copy to:

1. All Nominated Members of ICC

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Objectives:

- ICC aims to fulfill the directives of the Honorable Supreme Court of India, and concerns expressed by the University Grants Commission (UGC) about ensuring safe environment for women students and employees in educational institutions.
- ICC tries to promote an environment free of sexual harassment and other acts of gender based discrimination at the University that ensures gender equality and equal opportunities.
- ICC aims to prevent sexual harassment and to promote the general well- being of female students, teaching and non- teaching women staff of the Institution.
- Where sexual harassment occurs as a result of an act or omission by any third party or outsider, ICC shall take all steps necessary and reasonable to assist the affected person in terms of support and preventive action

ICC shall comply with the procedure prescribed in the aforementioned UGC Regulations 2015 and the Sexual Harassment Act for inquiring into the complaint in a time bound manner.

- If ICC concludes that the allegations made were false, malicious or the complaint was made knowing it to be untrue or forged or misleading information has been provided during the inquiry, the complainant shall be liable to be punished as per the relevant provision of the aforementioned UGC Regulations 2015.

Activities

- Conducting gender awareness programmes
- Organizing women empowerment programmes
- Programmes in the nearby community to sensitize gender equality
- Observing International Women's Day → Creating Awareness against Gender Biasness, Domestic Violence, Prevention and Redressal of sexual harassment

Who can approach ICC for help?

Any female employee (faculty, student or staff) of Bhavdiya Institute of Pharmaceutical Sciences and Research, Ayodhya, if harassment occurs what should be done?

When an incident of sexual harassment occurs, the victim or third-party may submit a written complaint in person at the Internal Complaints Committee of this College. The complaint will be kept **CONFIDENTIAL**.

Inquiry process:

1. The inquiry shall be completed within a period of ninety days from the date of the complaint.
2. On completion of the inquiry, the ICC shall provide a report of its findings to the Executive Authority of the Higher Education Institution within a period of ten days from the date of completion of the inquiry and such report be made available to the concerned parties.
3. If the allegations against the respondent have been proved, it shall recommend punitive actions to be taken against the respondent to the Executive Authority of the Institution.
4. Executive Authority of the Institution shall act upon the recommendation within thirty days of receiving it unless an appeal against the findings has been filed within that time by either parties.

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Members Signature

Presiding Officer:

Mrs. Jyoti Verma

Jyoti Verma

Faculty Representative

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3. Ms. Anita Patel

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5. Ms Divya Yadav

Divya

6. Ms Preeti Chakrawarti

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