



# REGIONAL COLLEGE OF MANAGEMENT

Chakadola Dham, Chandrasekharpur, Bhubaneswar - 751023, INDIA  
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No.: P-360/RCM  
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## NOTICE

### FORMATION OF INTERNAL COMPLAINTS COMMITTEE (ICC)

In obedience to Section 4 (I) of the Sexual Harassment of women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (14 of 2013), Regional College of Management(RCM), Bhubaneswar has re-constituted an **Internal Complaints Committee (ICC)** w.e.f. 01.07.2016 to inquire into the complaints of sexual harassment of female employees and girl students of the institute.

The ICC comprises of the following members:

Sl.No.	Name	Designation	Mobile No.	Position
01	Mrs. Nitu Dash	Asst. Professor	9090080841	Presiding Officer - ICC, RCM
02	Prof.(Dr.) Girija Nandini	Asst. Professor	9090080821	Member
03	Ms. Sarita Nayak	Asst. Professor	9090080823	Member
04	Prof.(Dr.) Nirmala Dutta	Asst. Professor	9090080816	Member
05	Mr. Satyabrata Nayak	Secretary SPURS	9437300987	Member

### What is Sexual Harassment?

"Sexual harassment" includes any one or more of the following unwelcome acts and behavior (whether directly or by implication) namely:

- physical contact and advances; or
- demand or request for sexual favours; or
- sexually coloured remarks; or
- showing any pornography, or
- any other unwelcome physical, verbal or non-verbal conduct of a sexual nature

The following circumstances, among other circumstances, if it occurs or is present or in relation to or connected with any act or behavior of sexual harassment may amount to sexual harassment:

- (i) implied or explicit promise of preferential treatment in her employment; or
- (ii) implied or explicit threat of detrimental treatment in her employment; or

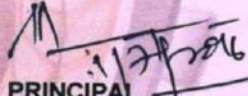
- (iii) implied or explicit threat about her present or future employment status; or
- (iv) interference with her work or creating an intimidating or offensive or hostile work environment for her; or
- (v) humiliating treatment likely to affect her health or safety.

**Actions to be taken against the respondent:**

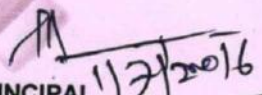
- Warning
- Written apology
- Bond of good behaviour
- Adverse remark in the Confidential Report
- Stopping of increments/promotion
- Suspension
- Dismissal
- Any other relevant mechanism

Any aggrieved female employees and girl students may approach to ICC for help.

- The aggrieved shall submit six copies of the complaints along with supporting documents and the names and addresses of the witnesses to the ICC at the time of filing the complaint. The complaint should be made within a period of three months from the date of incident and in case of series of incidents, within a period of three months from the date of last incident. Any aggrieved may contact to ICC at: [pcicc@rcm.ac.in](mailto:pcicc@rcm.ac.in)
- Complainant's identity will be kept **CONFIDENTIAL**.

  
PRINCIPAL

Copy to Persons Concerned/Department of MBA/PGDM/AO-HR/Chief Security Officer/Hostel Superintendents, Boys & Girls/ Notice Board/Guard file/Website.

  
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Encl: Copy of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act and Rules, the 9th December, 2013.