

Memo No. : D498-2020 / RCM
Date : 26-12-2020



NOTICE

FORMATION OF INTERNAL COMPLAINTS COMMITTEE (ICC)

In obedience to Section 4 (l) 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. 05.08.2020 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	Chairperson /Member	Designation		Contact No./Email
1	Prof. Dr. Nirmala Dutta	Chairperson	Associate Professor	Teaching Faculty Female	+91-8895389408 nirmala.c@rcm.ac
2	Capt. Dwarika Prasad Tiwari	Member	Head-Administration	Non-Teaching Faculty Male	+91-9090080807 dwarika.t@rcm.ac.in
3	Prof. Pragyaa Paramita Das	Member	Asst. Professor	Teaching Faculty Female	91-88554/2050 pragyaa.d@rcm.ac
4	Mrs. Bharti Singh	Member	Coordinator	NGO Female	91-9437060184 bharti.singh@gmail.com
5	Mrs. Chandrakanti Samal	Member	Academic Assistant	Non-Teaching Faculty Female	+91 7008258635 chandrakanti@rcm.ac
6	Priyanka Priyadarshini	Member	Administrative Assistant	Non-Teaching Faculty Female	+91-743000307 priyanka.p@rcm.ac
7	Manoj Kumar Pradhan	Member	Student	Student Male	91-9248539610 manojkumarpradhan999@gmail.com
8	Banita Senapati	Member	Student	Student Female	+91-8847895927 banita.senapat1099@gmail.com
9	Sabita Bhoy	Member	Student	Student Female	+91-7657020172 manu.mallik.9444@gmail.com

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 favors; or
- sexually related remarks; or
- showing any pornography; or



Regional College of Management, Bhubaneswar (an autonomous body of Regional College of Management, Odisha)

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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:

1. implied or explicit promise of preferential treatment in her employment; or
2. implied or explicit threat of detrimental treatment in her employment; or
3. implied or explicit threat about her present or future employment status; or
4. interference with her work or creating an intimidating or offensive or hostile work environment for her; or
5. 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: iccc@rcm.ac.in
- Complainant's identity will be kept **CONFIDENTIAL**.

For Regional College of Management


Dr. Pritam Pal

Director

Regional College of Management

Copy to:

Person Concerned/Dean, MBA/Principal (In Charge), AC-4B/Security Office/ Hostel Superintendents, Boys and Girls/ Hostel Board/Guard/House/Website.


Dr. Pritam Pal

Director

Regional College of Management

Enclosed:

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

