

## 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. 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. Nirmla Dutta	Chairperson	Associate Professor	Teaching Faculty Female	+91-8895389408 nirmala.d@rcm.ac
2	Capt. Dwarika Prasad Tiwari	Member	Head-Administration	Non-Teaching Faculty Male	+91-9090080801 dwarika.t@rcm.ac.in
3	Prof. Pragyan Paramita Das	Member	Asst. Professor	Teaching Faculty Female	+91-8895472050 pragyan.d@rcm.ac
4	Mrs. Bharati Singh	Member	Corporator	NGO Female	+91-9437060184 bharti.singh@gmail.com
5	Mrs. Chandrakanti Samal	Member	Academic Assistant	Non-Teaching Faculty Female	+91-7008258635 chandrakanti.s@rcm.ac
6	Priyanka Priyadarshini	Member	Administrative Assistant	Non-Teaching Faculty Female	+91-7437000307 priyanka.p@rcm.ac
7	Manoj Kumar Pradhan	Member	Student	Student Male	+91-9348539610 manojkumarpradhan929@gmail.com
8	Banita Senapati	Member	Student	Student Female	+91-8847895927 banita.senapati999@gmail.com
9	Sabita Bhoy	Member	Student	Student Female	+91-7657020172 munu.mallick.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 colored remarks; or
- showing any pornography, or

Regional College of Management (A Unit of Regional College of Management Trust)



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: [pcicc@rcm.ac.in](mailto:pcicc@rcm.ac.in)
- Complainant's identity will be kept **CONFIDENTIAL**.

For Regional College of Management

  
Dr. Pritam Pal

Director  
DIRECTOR

REGIONAL College of MANAGEMENT

**Copy to:**

Person Concerned/Dean, MBA/Principal (IN Charge), AO-HR/Security Officer/ Hostel Superintendents, Boys and Girls/ Notice Board/Guard file/Website.

  
Dr. Pritam Pal

Director  
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.

