ORIENTAL UNIVERSITY, INDORE

OUI/Reg./2025-26/ A 41-D

Date: 13/03/2026

OFFICE ORDER

INTERNAL COMPLAINTS COMMITTEE (ICC) - LAW FACULTY COVERAGE

Academic Session: 2026-27 | Centre of Legal Education: Faculty of Law, Oriental University, Indore

Reference: Bar Council of India Circular No. BCI: D: 1452/2026 dated 11.03.2026; applicable law governing sexual harassment at the workplace and BCI profession-specific guidelines.

In pursuance of the above-referred directions and applicable law, and by order of the Competent Authority, the following Internal Complaints Committee arrangement is notified with coverage for the Faculty of Law for Academic Session 2026-27. Its operation shall remain subject to compliance with all mandatory statutory membership and procedural requirements; any existing valid University ICC order shall be harmonised with this order.

1. Objectives

1. Prevent, prohibit and redress sexual harassment and relevant gender-based workplace grievances under applicable law.

2. Maintain a safe, respectful and gender-sensitive campus environment for law students, interns, faculty and staff.

3. Ensure confidential reporting, fair inquiry, timely action and protection against retaliation.

2. Composition

Sr. No.	Name	Designation	Responsibility
1	Dr. Jyoti Garg	Senior woman employee, as prescribed by applicable law	Presiding Officer
2	Ms Madhu Pushpkar	Employee member with commitment to women's welfare / relevant social work / legal knowledge	Member
3	Ms Anamika Singh	Employee member with commitment to women's welfare / relevant social work / legal knowledge	Member
4	Mr. Sanjay Agrawal	External member from eligible NGO / association or person familiar with the issue, as required by law	Member
5	Dr. Mukesh kori	Additional eligible employee member(s), if required to meet law	Member
6	Ms .Poorva Vaishnav	Administrative liaison (without displacing statutory composition)	Secretary / Support

3. Powers

1. Receive and inquire into complaints within the authority conferred by the applicable law and University rules.
2. Recommend interim safeguards, appropriate action and preventive measures to the employer / competent authority.

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3. Request records and cooperation necessary for a lawful inquiry, subject to confidentiality and due process.

4. Functions

1. Provide a clearly notified and confidential complaint-handling mechanism accessible to the Faculty of Law.

2. Conduct sensitisation on dignity, gender respect, prevention of harassment and complaint channels.

3. Process complaints in accordance with applicable statutory timelines and procedures, without substituting informal settlement for a required inquiry.

4. Coordinate legal compliance and appropriate support or referral where cases involve students or other specialised mechanisms.

5. Duties and Responsibilities

1. Ensure the final statutory composition is lawful, including woman Presiding Officer, required employee / external membership and requisite representation of women.

2. Maintain confidential proceedings, necessary records, action-taken data and applicable annual reporting.

3. Publish the approved constitution and complaint contact details while safeguarding complainants' identities.

4. Report anonymised institutional compliance data to the BCI Nodal Officer as legally permissible.

Implementation / Clarification: The external member required by the applicable statutory framework is to be formally appointed; this entry is not an appointment. The Competent Authority shall verify eligibility, prescribed composition, tenure and procedures. A valid existing University ICC shall not be replaced or duplicated without due authority.

This Order shall take effect from the date of issuance and remain applicable for Academic Session 2026-27, unless modified or superseded by a subsequent order of the Competent Authority. All concerned shall ensure necessary compliance and maintenance of records.

(Approved by the Hon'ble Vice Chancellor)

Registrar
OUI (M.P.)

Copy in favour of information –

1. P S to Hon'ble Chancellor / P S to Hon'ble Pro – Chancellor
2. P S to Hon'ble CMD / P S to Hon'ble Vice Chancellor
3. All Deans / Directors / HODs / In-charges / Advisor (Hostels)
4. CFAO / COE / Campus In-charge / Admin Officer / Hostel Warden (s)/ ERP Cell/ IT – Cell
5. All Concerned

Registrar
OUI (M.P.)