



ORIENTAL UNIVERSITY, INDORE

Established under M.P. Niji Vishwavidyalay (Sthapana avam Sanchalan), Adhiniyum 2007)
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Dated : 18.02.2021

Internal Complaints Committee				
S.N.	Members	Designation	Dept.	Contact
1	Prof. (Dr.) Pragya Nema	Chairperson	Electrical	9009987834
2	Dr. Manjari Gupta	Team Member	Business Mgt. & Commerce	9752663498
3	Dr. Geetanjali Sharma	Team Member	Education	9627511188
4	Mr. Nagendra Chaturvedi	Team Member	Law	9893131543
5	Mrs. N. Ghei	Team Member	Non-Teaching	9303132948
6	Mrs. Bhagyashree Ojha	Team Member	Agriculture	8871172661
8	Mr. Rahul Jain	Team Member	Non-Teaching	8889966682
9	Mr. Rahul Shaktawat	Team Member	Pharmacy (Student)	7694924412
10	Mr. Aman Tamrakar	Team Member	Business Mgt. & Commerce (Student)	9713189703
11	Ms. Krinjul Jain	Team Member	Business Mgt. & Commerce (Student)	0731-3565017

The Internal Complaints Committee (ICC) has been constituted in the University for checking gender sensitization / the sexual harassment cases at the workplace (prevention, prohibition, and redressal) and University. Everybody has the right to be treated with dignity and respect and a right to safe and healthy work environment. Sexual harassment is a violation of an individual's right to work and live with dignity. The Oriental University, Indore is committed to providing a place of work and study that is free of sexual harassment. Instances of sexual harassment will be taken seriously and dealt with promptly. Disciplinary action will be taken according to the nature and gravity of the behaviour reported. The University will respect the confidentiality and privacy of individuals reporting and the accused of sexual harassment to the extent possible. Care will be taken to see that complainants, witnesses and the harasser does not face victimization and discrimination during the process of enquiry. Intentionally



providing false information is a ground for disciplinary action. In case of a false complaint, a penalty will be levied on the complainant. All members of University – students, teaching faculty, administrative staff, both contractual and temporary will come under the purview of this policy.

Objectives of Internal Complaints Committee (ICC):

The objectives of the Internal Complaint Committee to Prevent Sexual Harassment of Women/Students at the Workplace/University are as follows:

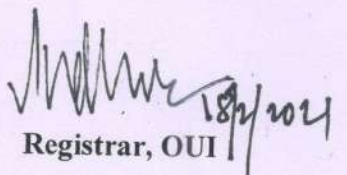
- To develop a policy against sexual harassment of women/student at the University.
- To evolve a permanent mechanism for the prevention and redressal of sexual harassment cases and other acts of gender-based violence at the University.
- To ensure the implementation of the policy in letter and spirit through proper reporting of the complaints and their follow-up procedures.
- To uphold the commitment of the University to provide an environment free of gender-based discrimination.
- To create a secure physical and social environment to deter any act of sexual harassment.
- To promote a social and psychological environment to raise awareness on sexual harassment in its various forms.

Functions of Internal Complaint Committee:

- The major functions of the Internal Complaints Committee involve implementing the Policy relating to the prevention of sexual harassment, resolving complaints by the aggrieved and recommending actions to be taken by the employer.
- To establish work regulations and instructions within the University.
- To maintain confidentiality of students/employee information.
- To find solutions to problems and obstacles in the University.
- On receipt of the complaint, the Committee will proceed to make an inquiry in accordance with the service rules established by the University or Act.
- If the Committee finds that the allegations against the respondent are proven, it will submit a report to the higher authority to take action for sexual harassment as misconduct in accordance with the provisions.

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Registrar, OUI