

Ref. No.: Est/Kist/7183/2025

Date: 09.08.2025

INTERNAL COMPLAINTS COMMITTEE (ICC)

(As per AICTE Norms & Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013)

In compliance with the provisions of the **Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013**, AICTE guidelines, and as per directions of the affiliating university, the **Internal Complaints Committee (ICC)** of **Konark Institute of Science and Technology** is hereby constituted to prevent and redress complaints of sexual harassment of women employees and students.

Composition of the Internal Complaints Committee

Sl. No.	Name & Designation	Role in Committee
1	Ms. Arundhati Sen, Associate Professor, MBA	Presiding Officer
2	Prof. (Dr.) Partha Sarathi Khuntia	Member
3	Dr. Arati Mohapatra, Associate Professor, BSH, Mob: 9437303967	Member
4	Ms. Monalisha Das, Assistant Professor, MECH, Mob: 7978958087	Member
5	Ms. Sibani Panigrahi, Assistant Professor, CSE, Mob: 7894622771	Member
6	Ms. Saradashree Majhi, Assistant Professor, CIVIL, Mob: 8763228689	Member
7	Ms. Gazala Sahina, Assistant Professor & Ladies Hostel Superintendent Mob: 9668513444	Member
8	Mr. Anil Panigrahi, Student Welfare Officer (SWO), Mob: 7008527143	Member
9	Mr. Debashish Brahma, Asst. Prof. & Boys Hostel Superintendent, Mob: 7008772060	Member
10	Ms. Binduja Upadhyay, NGO Representative, Mob: 9776945300	External Member
11	Mr. D.C. Mohanty, Advocate, Mob: 8984116701	Invitee (Legal Advisor)

Note: The committee has been constituted ensuring that **not less than 50% of the members are women**, and includes an **external NGO member**, as mandated under the POSH Act and AICTE norms.

Functions & Responsibilities of the ICC

1. To prevent acts of sexual harassment at the workplace and within the campus.
2. To receive, investigate, and redress complaints of sexual harassment in a confidential and time-bound manner.
3. To recommend appropriate action to the management based on inquiry findings.
4. To organize awareness programmes, workshops, and sensitization sessions for students and staff.
5. To ensure a safe, secure, and gender-sensitive academic environment.

Complaint Mechanism

- Any aggrieved woman employee or student may submit a written complaint to the **Presiding Officer or any member of the ICC**.
- Complaints will be handled with **strict confidentiality**, fairness, and adherence to statutory timelines.

This committee shall remain in force until further orders.

By Order of the Management



PRINCIPAL
KIST, JATNI

Principal

Konark Institute of Science and Technology, Khordha, Odisha
(Under VidyaSagar Charitable Trust)



KONARK INSTITUTE OF SCIENCE & TECHNOLOGY

(A unit of Hi-Tech Group of Institutions)

Under Vidya Sagar Charitable Trust, Approved by AICTE, New Delhi & Affiliated to BPUT, Rourkela, Odisha
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