



## **Internal Complaint Committee (ICC)**

### **ROLES & RESPONSIBILITIES :**

- To organize awareness programs for the empowerment of women.
- To create a conducive counselling environment for female employees and students to share their problems.
- To take care of women sexual harassment issues and redressal of their grievances.
- To ensure that complainant and witnesses are not victimized or discriminated because of their complaint.
- To highlight the importance of law and women rights, spirituality, health, hygiene and safety.
- To promote a culture of respect and equality for female gender.
- To organize seminars on gender sensitization and legal rights of women.
- To identify strong leadership, change-agents among women & girls and building their capacity.
- To organize different sports/self-defense activities to enhance the confidence level of women.
- To conduct various competitions to encourage their artistic talents for creative thinking.
- To provide counselling services for resident and non-resident students.

### **GRIEVANCE REDRESSAL MECHANISM :**

- The written complaints/grievances of women employees / students are directly given to the presiding officer or any member of the committee.
- Based on the complaints, ICC shall carry out an enquiry, attempts to resolve the problem through counseling, recommend appropriate punitive action against perpetrators to the competent authority and provides assistance to the victims.
- The issues shall be dealt with diligence and with due confidentiality.
- Special invitees may be called upon to become members of the committee on case to case basis.
- Committee recommends appropriate punitive action against perpetrators to the Director for his approval and provides assistance to the victims.
- After the approval, the office order on the issue is disseminated to all concerned for necessary compliance.

**Dr. Archana Pandey**  
**Presiding Officer**  
**Internal Complaint Committee**



# KRISHNA ENGINEERING COLLEGE

(Approved by AICTE & Affiliated to Dr. APJ Abdul Kalam Technical University (Formerly UPTU), Lucknow)

Date : 17<sup>th</sup> Feb, 2022

## Internal Complaint Committee (ICC), 2021-22

Ref: Office Order dated 16<sup>th</sup> Feb'22

In order to ensure the compliance of AICTE Notification No.F.AICTE/WH/2016/01 dated 10<sup>th</sup> June, 2016 (Gender Sensitization, Prevention and Prohibition of Sexual Harassment of Women employees and students and Redressal of Grievances in Technical Institutions), Regulations 2016, the College Executive Authority has renamed Women Empowerment cell as Internal Complaint Committee.

The institute has ZERO tolerance policy against sexual harassment. To take care of women employees and students and redressal of their grievances, the Internal Complaint Committee (ICC) is hereby reconstituted according to the norms given in Approval Process Handbook (2021-22).

The members are:

S. No.	Name	Deptt.	Designation	Mobile No.	e-mail
1	Dr. Archana Pandey	CE	Presiding Officer	9717246536	archana.pandey@krishnacollege.ac.in
2	Mr. Nitish Garg	Admin.	Member	9999110872	nitish.garg@krishnacollege.ac.in
3	Dr. Priyanka Rai	AS		8178894692	priyanka.raai@krishnacollege.ac.in
4	Mr. Aditya Tandon	CSE		8750006999	aditya.tandon@krishnacollege.ac.in
5	Ms. Priyanka Goel	HR		7417890635	hr@krishnacollege.ac.in
6	Ms. Kummu Bhatnagar	President, Jagriti Leela Memorial Foundation (NGO)		9310404048	jagritileela@gmail.com
7	Ms. Shilpi Tiwari	Student (CSE 3 <sup>rd</sup> Yr.)		8707825790	shilpi.tiwari@krishnacollege.ac.in
8	Ms. Nupur Gupta	Student (CSE 3 <sup>rd</sup> Yr.)		7835994681	nupur.gupta@krishnacollege.ac.in
9	Mr. Kunal Mishra	Student (CSE 3 <sup>rd</sup> Yr.)		9560864478	kunal.mishra@krishnacollege.ac.in

*Shrawan*

Director

Prof. (Dr.) Shailesh Tiwari

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Dean (A)

HODs (CS, IT, EC, ME, AS, CE, Humanities) and Sections Heads

Person concerned