



राष्ट्रीय प्रौद्योगिकी संस्थान जमशेदपुर

NATIONAL INSTITUTE OF TECHNOLOGY JAMSHEDPUR

(An Institution of National Importance under Ministry of HRD, Government of India, New Delhi)

JAMSHEDPUR (JHARKHAND) – 831014

O.O.No. NITJSR/REG/2017-18/123

Date: 01/10/2017

NOTIFICATION

In accordance of Section 4 of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (14 of 2013) and OM F.No.11013/3/2009-Esst. dated 21.07.2009 issued by the Department of Personal & Training, Government of India, an Internal Complaints Committee (ICC) consisting of following persons is constituted for a period of three years to inquire into the complaints of sexual harassment of female employees and female students of the institute.

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|---|---------------|
| 1. Dr. (Mrs.) Manindar Kapoor, Deptt. of HSSM, NIT Jamshedpur | - Chairperson |
| 2. Dr. (Mrs.) Prabha Chand, Deptt. of Mech. Engg, NIT Jamshedpur | - Member |
| 3. Dr. (Mrs.) Rina Sahu, Deptt. of Met. & Mat. Engg, NIT Jamshedpur | - Member |
| 4. Prof. M.K.Agrawal, Deptt. of Met. & Mat. Engg, NIT Jamshedpur | - Member |
| 5. Prof. A.M.Tigga, Deptt. of Manufacturing Engg, NIT Jamshedpur | - Member |
| 6. Prof. (Mrs.) Smitu Malhotra, XLRI, Jamshedpur | - Member |
| 7. Prof. Dilbag Singh Broca, XLRI, Jamshedpur | - Member |

Who can approach ICC for help?

Any female faculty member, staff member and Students of NIT Jamshedpur.

Definition of Sexual Harassment:

“Sexual harassment” includes such unwelcome sexually determined behavior, whether directly or otherwise, as:

- physical contact and advances; or
- a demand or request for sexual favours; or
- making Sexually coloured remarks; or
- showing pornography; or
- any other unwelcome physical, verbal or non-verbal conduct of sexual nature

What are the possible actions that can be taken against the respondents?

- Warning
- Written apology
- Bond of good behavior
- Adverse remark in the Confidential Report
- Stopping of increments/promotion
- Suspension
- Dismissal
- Any other relevant mechanism

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Atul
01/10/2017



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-: 2 :-

If you are harassed, what should you do?

- The complaint shall be submitted to the ICC. At the time of filing the complaint, six copies of the complaint along with supporting documents and the name and addresses of the witnesses are to be submitted. You can reach the Chairperson, ICC at chairperson.icc@nitjsr.ac.in

Rest assured that your complaint will be kept **CONFIDENTIAL**.

Inquiry Process:

- The inquiry shall be completed within a period of ninety days from the date of the complaint.
- On completion of the inquiry, the Internal Complaint Committee shall provide a report of its findings to the employer within a period of ten days from the date of completion of the inquiry and such report be made available to the concerned parties.
- If the allegations against the respondent have been proved, it shall recommend punitive action to be taken against the respondent to the employer.
- The employer shall act upon the recommendation within sixty days of its receipt by him.

Useful Reading Materials: (Available on the Institute website)

- Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act and Rules, the 9th November, 2013
- Handbook on Sexual Harassment of Women at Workplace, 2015
- Office Memorandum, F.No.11013/3/2009-Esst dated 21.07.2009 issued by the Department of Personal & Training, Government of India.

Skawal
01/10/2017
Registrar (I/c)

Copy to:

1. O.O Director, NIT Jamshedpur for kind information
2. All Deans/Associate Deans/HODs/HOCs/HOSS
3. Deputy Registrar (Estt.) for information.
4. All Wardens/Assistant Wardens through Chief Warden
5. Person concerned
6. PI (Website)
For information and needful.

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