



VIVEKANAND INSTITUTE OF MANAGEMENT

AFFILIATED TO GULBARGA UNIVERSITY, KALABURAGI - APPROVED BY GOVT. OF KARNATAKA

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Date: 01-09-2025

Reconstitution of Internal Complaints Committee (ICC)

In supersession of the earlier order and in accordance with the provisions of the **Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013**, the rules framed thereunder, and **AICTE Regulations**, the **Internal Complaints Committee (ICC)** of the institution is hereby reconstituted with immediate effect.

It is further noted that the **Internal Complaints Committee** was originally constituted on **05-06-2024**. Subsequently, as per **AICTE Regulations and guidelines**, a few additional members have been included in the committee with effect from **01st September 2025**, without altering the core structure and objectives of the Committee. The revised composition is as follows:

Reconstituted Composition of the Committee:

1. Smt. Touseef Anjum	–	Chairperson (Presiding Officer)
2. Smt. Swapnakumari Afzalpurkar	–	Deputy Chairperson
3. Dr. Praveen Nayak	–	Member
4. Dr. Mohan Rathod	–	Member
5. Mr. Ashikreddy	–	Member
6. Smt. Bandana Chatterjee	–	Member
7. Smt. Snehal Boargaonkar	–	External Member
8. Smt. Rajeshwari	–	Member (Non-Teaching Staff)
9. Ms. Nanda Subhasa Manur	–	Student Member
10. Ms. Aditi	–	Student Member
11. Mr. Rachayya	–	Student Member

The composition of the Committee complies with the statutory requirement that **not less than 50% of the members are women** and includes a **mandatory external member**, as prescribed under the POSH Act, 2013 and AICTE Regulations.

Tenure:

The reconstituted Committee shall hold office for a period of **three (3) years** from the date of this order, unless reconstituted earlier.


PRINCIPAL
Vivekanand Institute of Management,
KALABURAGI



Functions of the Committee:

The Committee shall function in accordance with the provisions of the POSH Act, 2013, and shall:

- Receive and inquire into complaints of sexual harassment
- Ensure confidentiality and principles of natural justice
- Recommend appropriate action to the competent authority
- Conduct awareness and sensitization programmes for staff and students

This order comes into force with immediate effect.

By Order of the Management


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