

Letter No: 68/026

Date: 17-4-26

Office Order

(Internal Complain Committee)

In compliance with the instructions of National Commission for women and guidelines issued in implementation of the directives of Hon'ble Supreme Court Judgement dated 13th August, 1997 on the subject of sexual harassment of women in the workplace, Internal Complaint Committee of Unipower School of IT & Management, Bhadrak is constituted with following members for redressing the complaints of sexual harassment of women working in the Institute.

Sl.No	Name and designation	Position in the committee
1	Dr. Rajendra Hota Principal, Unipower School of IT & Management, Bhadrak	Chairman
2	Ms Sasmita Nayak Asst. Prof. in Mgt, Unipower School of IT & Management	Convener
3	Mr.Hrudananda Nayak Lect. In Mgt, Unipower School of IT & Management, Bhadrak	Member
4	Mr. Rajendra Das Lect in Mgt, Unipower School of IT & Management, Bhadrak	Member
5	Mr. Gopabandhu Kamila Lect, in CS, Unipower School of IT & Management	Member
6	Mr. Omm Krishan Sahoo Student 2nd, year, MCA	Member
7	Miss Sanghamitra Sahu, Student 2 nd , year, MCA	Member
6	Mrs. Sophia Shaikh, Secretary. Gandhi Balaashram, Bhadrak 8637244658	Member

Roles and responsibilities:

1. Prevent discrimination and sexual harassment, by promoting gender amity among students and employees;

2. Make recommendations to the management for changes/elaborations in the Rules for students in the Prospectus and the Bye-Laws, to make them gender just and to lay down procedures for the prohibition, resolution, settlement and prosecution of acts of discrimination and sexual harassment, by the students and the employees;
3. Deal with cases of discrimination and sexual harassment against women, in a time bound manner, aiming at ensuring support services to the victimized and termination of the harassment;
4. Recommend appropriate punitive action against the guilty party to the Management. Here it should be noted that according to the Supreme Court guideline Sexual harassment can be defined as "unwelcome" sexually determined behavior (whether directly or by implication) as:
 - a) Physical contact and advances;
 - b) Demand or request for sexual favors;
 - c) Sexually colored remarks;
 - d) Showing pornography; and
 - e) Other unwelcome physical, verbal or non-verbal conduct of a sexual nature. etc

Prajata
Principal

Unipower School of IT & Management, Bhadrak
Unipower School of
IT & Management

Copy to :

1. Person concerned
2. Registrar, Fakir Mohan University, Balasore
3. AICTE, new Delhi
4. Govt. of Odisha, SDTE

For information and necessary action