



Date - 04.08.2025

Ref. No. - INMT/105/25

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 INTERNATIONAL INSTITUTE OF MANAGEMENT & TECHNOLOGY 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. Abhipsa Mohanty Principal, INTERNATIONAL INSTITUTE OF MANAGEMENT & TECHNOLOGY	Chairman
2	Mrs. Snigdha Symphoni Kar, Asst.Prof in CS, INTERNATIONAL INSTITUTE OF MANAGEMENT & TECHNOLOGY	Convener
3	Dr. BRAJA.B.MISHRA Professor, INTERNATIONAL INSTITUTE OF MANAGEMENT & TECHNOLOGY	Member
4	Miss. Amrita Udaysingh Asst.Prof in Management, INTERNATIONAL INSTITUTE OF MANAGEMENT & TECHNOLOGY	Member
5	Mr. SANGRAM KESHARI PARIDA Asst.Prof in Management, INTERNATIONAL INSTITUTE OF MANAGEMENT & TECHNOLOGY	Member
6	Miss BANITA MAJHI Student 2nd, year, B.Sc Computer Science	Member
7	Miss Ananya Bag Student 2 nd , Year MSW	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

Principal

INTERNATIONAL INSTITUTE OF MANAGEMENT & TECHNOLOGY

Principal
International Institute of
Management & Technology

Copy to :

1. Person concerned
2. Registrar, Utkal University
3. Regional Director, BBSR
4. AICTE, new Delhi
5. Govt. of Odisha

For information and necessary action