

## INTERNAL COMPLAIN COMMITTEE, UTKAL UNIVERSITY

2017-2021

### Policy

The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redress) Act, 2013 was enacted to give safeguarding measures to women and ensure free work environment. Its aim is to give respect 'women's right to equality of status and opportunity'. This Act will enable to gender equality, life and liberty, equality in working conditions everywhere. The sense of security at the workplace will improve women's participation in work, resulting in their economic empowerment and inclusive growth. Sexual harassment constitutes a gross violation of women's right to equality and dignity. Following this principles, Utkal University has constituted an Internal Complaint Committee (ICC) to fulfill the criteria of Sexual Harassment of Women at Workplace (prevention, prohibition and redress) Act 2013. The work of the committee involves counseling, research and extension activities. The committee without disclosing the name and address has kept the information confidential. The process of inquiry follows the rules and regulations of Act-2013 and guidelines of University. The committee comprises following members in the year 2017.

1. Prof. Navaneeta Rath
2. Prof. Sabita Acharya
3. Prof. Swarnamayee Tripathy
4. Prof. Pravati Mohapatra
5. Prof. Madhusudan Dash
6. Ms. Bishakha Bhanj
7. Mrs. Shantilata Shaw

The Committee has been rescheduled in the year 2021 with the following members

1. Prof. Jayanti Dora, Contact no:- 9861064942 ,  
[Jayanti.dora@yahoo.com](mailto:Jayanti.dora@yahoo.com), [jayantidora69@gmail.com](mailto:jayantidora69@gmail.com)
2. Prof. Pravati Mohapatra , Contact no :- 9437281982  
[mpkzooluu@gmail.com](mailto:mpkzooluu@gmail.com)

3. Prof. Padmalaya Mohapatra, Contact no :- 9437491606 ,  
[padma2seema@gmail.com](mailto:padma2seema@gmail.com)
4. Prof. Manoj Kumar Sadual , Contact no :- 8763185355,  
[mksadual@yahoo.co.in](mailto:mksadual@yahoo.co.in)
5. Mrs. Tapasi Praharaj , Contact no :- 7008992203,  
tapasi64@gmail.com

In the year 2017 the first meeting was held on 31-07-2017. In one of the subsequent meeting two numbers of professors of this university attended as special invitee. They are Prof. K.K. Basa and Prof. S.K. Tripathy. The ICC meetings are conducted by the coordination of Director, School of Women's Studies till date.

### **Action taken**

The committee conducts various programs. The committee received five complains. All these have been discussed in the meetings and the same have been disposed. These cases are pertaining to :

- 1) The grievance submitted by Swapna Mohapatra.
- 2) The compliance submitted by of Dr. S. S. Pal and Dr. P.K. Panda
- 3) The complaint against Sri Maheswar Satapathy
- 4) The complaint lodged by Vandana Behera
- 5) The grievance of Jyotirmayee Bindhani

The committee meeting has been conducted in the following dates. The proceedings of the each day transaction have been written in the ICC Proceedings Register. The dates of the committee meeting are mentioned as follows:

<b>Sl.No</b>	<b>Dates</b>	<b>Sl.No</b>	<b>Dates</b>
1	31-7-2017	9	17-10-2019
2	31-7-2017	10	28-2-2020
3	8-9-2017	11	14-7-2020
4	20-9-2018	12	13-11-2020
5	1-10-2018	13	23-11-2022

6	25-10-2018	14	27-12-2021
7	5-11-2018	15	13-1-2022
8	4-2-2022		

The Committee organizes many programmes in collaboration with School of Women's Studies. Prominent among includes gender sensitization, Gender Champion, 'Think tank' programme on Role of Women in Sustainable Development and celebration of International Women's Day.

The Committee has taken also a program for creating awareness on stopping of sexual violence in the campus. The committee recommends for display of posters and pamphlets at different teaching department, hostels, health centers on "Anti Sexual Harassment". Accordingly, posters are released in the International Women's Day in the year 2019.

As such, the ICC of the University is fulfilling its missions and objectives towards giving gender justice to the students and staff.

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