



HMR INSTITUTE OF TECHNOLOGY & MANAGEMENT

Hamidpur, Delhi-110036

(An ISO 9001: 2008 certified, AICTE approved & GGSIP University affiliated institute)

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HMRITM/IQAC/2024-25/011

Date-16/08/2024

Internal Complaints Committee(ICC)

Establishment of Internal Committee (IC) (As per Section 4 All India Council for Technical Education (Gender Sensitization, Prevention and Prohibition of Sexual Harassment of Women Employees and Students and Redressal of Grievances in Technical Institutions) Regulations, 2016 vide No. F. AICTE/WH/2016/01 dated 10th June, 2016 *. The below mentioned member will constitute this committee.

S. No.	Faculty Name	Profession	Associated with	Email- Id
1	Dr. Shalini Gupta (Dy. Director)	Chairperson	HMRITM	shalini.hmritm@gmail.com
2	Dr. Chinmayee Tripathi	Member	HMRITM	chinmayeetripthy2011@gmail.com
3	Mr. Nitin Gupta	Member	HMRITM	nkguptababrala@gmail.com
4	Mr. Vishal Sharma	Member	HMRITM	Librarian.hmritm@gmail.com
5	Ms. Mamta Pawar	Member	HMRITM	hrhmritm@gmail.com
6	Ms. Sujata Gahlaut (NGO Member)	Member	Assistant Director Youth Affairs DAPCU Incharge Delhi State AIDS Control Society	ady.dsacs@gmail.com
7	Dhananjay (CSE 7 th Sem.)	Student	HMRITM	ghanjaygara192002@gmail.com
8	Supriya Kumari (CSE 7 th Sem)	Student	HMRITM	supriyak.br03@gmail.com
9	Vanshika Joon (CSE 3 rd Sem.)	Student	HMRITM	vanshikajoon1617@gmail.com

Functions of Committee

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

- 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.
- 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:
 1. Physical contact and advances;
 2. Demand or request for sexual favors;
 3. Sexually colored remarks;
 4. Showing pornography;
 5. Other unwelcome physical, verbal or non-verbal conduct of a sexual nature. (Vishaka judgment by Supreme Court).

The following is also sexual harassment and is covered by the committee:

- Eve-teasing
- Unsavory remarks,
- Jokes causing or likely to cause awkwardness or embarrassment,
- Innuendos and taunts,
- Gender based insults or sexist remarks,
- Unwelcome sexual overtone in any manner such as over telephone (obnoxious telephone calls) and the like,
- Touching or brushing against any part of the body and the like,
- Displaying pornographic or other offensive or derogatory pictures, cartoons, pamphlets or sayings,
- Forcible physical touch or molestation and
- Physical confinement against one's will and any other act likely to violate one's privacy.

The Committee shall meet as often as may be needed and appropriate.

CC:

**Dy. Director
HOD's
Admin
Account
Transport
Notice Board**


**Dr. V. C. Pandey
Director**

**Director
HMR Institute of
Technology & Management
Hamidpur, Delhi-110036**