

CONVENING ORDER

**RE-CONSTITUTION OF INTERNAL COMPLAINT COMMITTEE (ICC) FOR
GENDER SENSITIZATION, PREVENTION, PROHIBITION OF SEXUAL
HARASSMENT OF WOMEN EMPLOYEES AND STUDENTS AND
REDRESSAL OF GRIEVANCES IN TECHNICAL INSTITUTION**

1. Refer to the following :-

(a) UGC DO No. 91-3/2013 (TFGS) dated August 2014.

(b) Report titled "Saksham" submitted by the Task Force constituted by the UGC, available on UGC website www.ugc.ac.in.

(c) Directions of the Hon'ble Supreme Court of India in Medha Kotwali's Vishaka Guidelines received under Social Justice, Empowerment and Welfare Department, Govt of Sikkim, Gangtok letter No 699/2011-12/W&CDD dated 27 Mar 2012.

(d) Gazette of India (Extraordinary) Notification No F.91-1/2013(TFGS) dated 02 May 2016 – UGC (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015

(e) Gazette of India (Extraordinary) Notification No F. AICTE/WH/2016/01 dated 10 Jun 2016.

(f) SMU Policy on "Prevention, Prohibition and Redressal of Sexual Harassment at Workplace", issued vide SMU letter No. SMU/104/SMU/REG/POSH/73/2022 dated 28 Apr 2022.

2. In compliance with the authority as mentioned in Para 1 above, an Internal Complaint Committee (ICC) commensurate to already functioning body as "Internal Complaint Committee for Gender Sensitization, Prevention, Prohibition of Sexual Harassment of Women Employees and Students and Redressal of Grievances in Technical Institution", composed as under has been re-constituted for prevention, prohibition and redressal of sexual harassment of women employees and students in the Institute :-

(a) Presiding Officer. Prof (Dr) Anindita Adhikary, Dept of Mgt Studies

(b) Member Secretary. Mr. Sonam Rinchen Bhutia, Asst. Manager, HR (SMIT)

(c) Members.

(i) Dr. Archit Yajnik, Addl. Prof, Dept of Maths

(ii) Dr Neeta Dhusia Sharma, Asso. Prof, Dept of Mgt Studies

(iii) Dr. Jaya Rani, Asst Prof (SG), Dept of Mgt Studies

(iv) Lt Col D.B. Chettri (Retd), Head Administration

(v) Dr. Anita Pateshwari, Sr. Resident, SMIT

- (vi) Mrs. Zola Megi, External Member
- (vii) Ms. Mangalmit Lepcha, Member, Social Worker (NGO)
- (viii) Mrs. Pronita Chettri, Asst. Prof (SG), Dept of Physics

3. The Gender Champions of Student Council may be invited as member of the committee as the case may be.
4. A Joint Control Room (JCR) will be operated under the arrangement of Presiding Officer on as and when required basis.
5. The above committee will work out a road map of action for guidance which may include organization of regular orientation or training program for all functionaries, faculty and students and holding of conference, conduction of workshop and classes for self-defense, research and studies etc to sensitize them about the rights, entitlements and responsibilities enshrined in the Act and Regulations.
6. The above committee will be for a period of three years and will assemble as and when required.
7. Presiding Officer only. Copies of all references as mentioned in Para 1 (a) to (f) are enclosed herewith for reference.
8. This Convening Order supersedes the convening order No 1039/SMIT/CO/01/2023 dated 05 Jan 2023

1039/SMIT/CO/43/2023

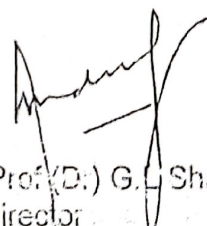
Dated : 01 Apr 2023

To,

All Members of the Committee

Copy to :-

1. Hon'ble Vice Chancellor, SMU
2. Registrar, SMU
3. All Associate Directors
4. All HODs/HOOs
5. HR Head, SMU
6. Asst. Manager, HR, SMIT


[Prof. (Dr.) G.L. Sharma]
Director,

Prof (Dr) G.L. Sharma
Director
Sikkim Manipal Institute of Technology
Majitar, Rangpo - 737136
East Sikkim (Sikkim)

