

Working Rules for Internal Complaints Committee, NIPHM

In pursuance of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 and the Rules framed there under, the Institute hereby adopts the following procedure for determining complaints filed to the Internal Complaints Committee (ICC) constituted under the Act. The procedure complies with the basic principles of natural justice and fair play and has to be adhered to in all complaints, though, in individual complaints, for reasons to be stated in writing, the ICC reserves the right to make exceptions to the procedure stated hereunder.

The ICC, NIPHM comprises of the following members:

S. No.		Name	Contact no	Mail id
1.	Presiding Officer	: Dr. Nirmali Saikia, JD (Chem)	8008260926	adpmraniphm-ap@nic.in
2.	Member	: Er. M Udaya Bhanu, SO (PHE)	8978778706	sopheniphm2-ap@nic.in
3.	External Member	: Ms. Pushpanjali, Scientist (CRIDA)	9014560577	pushpanjali@icar.gov.in

On receipt of a complaint ICC shall conduct preliminary enquiry so as to ascertain the truth of the allegations by collecting the documentary evidence as well as recording statements of any possible witnesses including the complainant. ICC shall then submit the preliminary enquiry report to Director/Disciplinary Authority along with all the original documents adduced during the preliminary enquiry proceedings. In case the allegations are not in the nature of sexual harassment, ICC may refer such complaints to the Grievance Redressal cell or to Registrar.

