



# INTERSCIENCE DEGREE COLLEGE

(An Unit of Learning Links Trust)

At/Po. Kantabada, Via- Janla, Bhubaneswar, Dist: Khordha-752054

Website : [www.iimt.ac.in](http://www.iimt.ac.in), E-mail : [info@iimt.ac.in](mailto:info@iimt.ac.in), Mob.+91-7381067742

Ref. No. IDC/IC: 25/2026

Date 07/01/2026

## Establishment of Internal Committee (IC)

(Along with Annual Report)

### 1. Statutory Basis / Regulatory Framework

The Internal Committee (IC) of Interscience Degree College is constituted in strict compliance with the following Acts, Rules, and Regulatory Guidelines:

- Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013
- UGC (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015
- AICTE Approval Process Handbook (APH) 2024-27, as amended from time to time
- Directions issued by All India Council for Technical Education (AICTE) and University Grants Commission (UGC)

As mandated by the above regulations, the Internal Committee functions as a statutory body to ensure a safe, secure, gender-sensitive, and harassment-free workplace and academic environment.

### 2. Objectives of the Internal Committee

The objectives of the Internal Committee are:

- To prevent sexual harassment at the workplace
- To prohibit and redress complaints of sexual harassment
- To promote gender sensitization and awareness
- To ensure fair, confidential, and time-bound inquiry
- To ensure full compliance with AICTE / UGC norms

### 3. Constitution of Internal Committee (IC)



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Ref. No. IDE/IC:25/2026

Date 07/04/2026

Sl No	Name	Designation	Role in IC	E-mail Id
1	Mrs. Shuvashree S Sahu	Assistant Professor, BCA	Chairperson	Sahushuvashree29@gmail.com
2	Mrs. Tulika Das	Assistant Professor, BBA	Member	dastulika31@gmail.com
3	Mrs. Priyanka Padhi	Assistant Professor, BCA	Member	priyanka61@gmail.com
4	Ms. Rajashree Mohanty	Assistant Professor, BCA	Member	rajashreemohanty@gmail.com
5	Mr. Dinesh Chandra Das	Assistant Professor, BBA	Member	dasdineshchandra7@gmail.com
6	Mr. Dipak Kumar Mishra	Assistant Professor, BBA	Member	Dipakkumarmishra86@gmail.com
7	Miss Bhumika Behera	Student BBA 5 <sup>th</sup> Semester Batch-2023-26	Member	bhumikabh@gmail.com
8	Miss Subhashree Gantayat	Student BCA 2 <sup>nd</sup> Semester Batch-2024-26	Member	Subhashree02@gmail.com

#### 4.Powers and Functions (As per AICTE / UGC Guidelines)

The Internal Committee shall:

- Receive written complaints of sexual harassment
- Conduct inquiries in accordance with principles of natural justice
- Complete inquiry within the statutory time limit
- Recommend disciplinary action to the competent authority
- Ensure confidentiality of proceedings
- Conduct awareness and sensitization programs
- Submit Annual Report to the Head of the Institution

#### 5.Annual Report of Internal Committee (IC)

Academic Year: 2025-26

1. Number of complaints received: Nil
2. Number of complaints disposed of: Not Applicable
3. Number of cases pending: Nil



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Ref. No. ...4. **Awareness & Sensitization Activities Conducted:**

Date...07/01/2026

- Gender Sensitization Program for Staff and Students
- Orientation Program on Sexual Harassment Act & AICTE Guidelines

## 5. Preventive Measures Taken:

- Display of IC details on notice boards
- Circulation of IC policy among employees and students
- Inclusion of IC information in institutional handbook

## 6. Declaration:

The Internal Committee of Interscience Degree College confirms that the institution has maintained a zero-tolerance policy towards sexual harassment and has complied with all AICTE / UGC statutory requirements during the academic year.

### Copy to: -

1. Chairman – for kind Information, Principal, All HODs / HR Department for Information.
2. Guard File for Record
3. All Notice Boards
4. Hostel Superintendent Boys & Girls
5. Members of Committees

Principal  
Interscience Degree College

Principal  
Interscience Degree College  
Bhubaneswar