

Ref No: ICE/Admin/2025/225

Dated: 11/07/2025

OFFICE ORDER (ICC for Indotech College of Engineering)

Sub: Sexual Harassment of Women at workplace- Constitution of Internal Complaints Committee (ICC) for the session 2025-26

In the terms of Sexual Harassment of Women at Workplace (Prevention, Prohibition & Research) Act, 2013, with a view to provide protection against sexual harassment of women at workplace and for the prevention and redressal of complaints of sexual harassment and for matters connected therewith or incidental thereto, the Internal Complaints Committee (ICC) comprising the following members have been reconstituted in respect of all departments located in Indotech College of Engineering, Khurda.

The Chairperson of the committee will be Ms. Binapani Sethi (Assoc.Professor, EE) and the details of other members of the ICC are as listed below:

Name of the Member	Designation
Ms. Binapani Sethi	Assoc. Professor,EE
Mrs Smrutirekha Maharathi	Associate
Mr Tapas Ku Sahoo	Assistant Professor Mech
Ms. Deeptimayee Samal	Admin officer
Miss Banaja Behera	Asst. Professor, CSE
Miss Subhashree Suvadarsini	Librarian
Miss Anchal Padhi	Student Representative

Objective and purpose of the committee:

To sensitize and prohibit the incidents of sexual /gender-based harassment at workplace pertaining to the academic environment of the educational institution. To address the complaints received thereof and create a positive workspace where such incidents are discouraged in future.

Working of the committee:

Any staff/student/plaintiff may forward such a complaint in written form (hard copy) as well a mail is to be sent to info@indotech.ac.in

On receiving a complaint the convener shall call upon the committee members to hear the grievance within 24 working hours. Keeping the sensitivity of the matter in purview, the names of either the plaintiff or the accused shall not be made public under any circumstances.

After a suitable hearing of the grievance, the committee shall forward the report to Principal's office who shall take necessary action at his end that may amount to suspension/criminal proceedings against the accused.

For any other queries in this regard, kindly contact the office of the Principal at college campus.

S. S. Saha
11/09/25
Principal
Indotech College of Engineering
Khurda

Principal
Indotech College of Engineering

CC to.

1. All Department notice boards
2. Website