



राष्ट्रीय न्यायालयिक विज्ञान विश्वविद्यालय
(राष्ट्रीय महत्व का संस्थान, गृह मंत्रालय, भारत सरकार)

National Forensic Sciences University
(An Institution of National Importance under Ministry of Home Affairs,
Government of India)



No. NFSU_DC/2165/Admn/2022-23

23 October, 2023

Read:

1. The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.
2. The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Rules, 2013.
3. University Grants Commission (Prevention, prohibition and redressal of sexual harassment of women employees and students in Higher Educational Institutions) Regulations, 2015

Subject: Constitution of Internal Complaints Committee at NFSU Delhi Campus

OFFICE ORDER

In pursuance to Section-4 and subsequent sub-clauses of UGC (Prevention, prohibition and redressal of sexual harassment of women employees and students in Higher Educational Institutions) Regulations, 2015, the Internal Complaints Committee comprising following officials is hereby constituted for NFSU Delhi campus:-

S/No.	Name & Designation	
1.	Dr. Minakshi Sinha, Professor	Presiding Officer
2.	Dr. Hunny Matiyani, Assistant Professor	Member
3.	Dr. Sulbha Rai, Assistant Professor	Member
4.	Dr. Richa Rohatgi, Assistant Professor	Member
5.	Shri K. Sethumadhavan, JSA/ALIO	Member
6.	Ms. Diana Banerjee, Student, M.A.(Criminology)	Member
7.	Ms. Aastha Dhall, Student, M.Sc. (FS)	Member
8.	Mr. Aman Pandya, Student, M.Sc (DFIS)	Member
9.	Mrs. Trupti Sheth, President, Aashana, Trust, Baroda	Member
10.	Shri Nirag Dave, Deputy Registrar	Member Secretary

2. NFSU has zero tolerance policy against discrimination and sexual harassment. An act of sexual harassment is a punishable offence. In terms of the Sexual Harassment of Women at Workplace (Prevention, Harassment and Redressal) Act 2013, with a view to provide protection against discrimination and sexual harassment of women at workplace and for the prevention and redressal of complaints of sexual harassment and for matters connected therewith or incidental there to, the Internal Complaints Committee has been constituted in NFSU Delhi Campus.

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3. 'Sexual Harassment' includes any one or more of the following unwelcome acts or behaviour (whether directly or by implication) namely:

- i. physical contact and advances; or
- ii. a demand or request for sexual favours; or
- iii. making sexually coloured remarks; or
- iv. showing pornography; or
- v. any other unwelcome physical, verbal or non-verbal conduct of sexual nature;

4. The following circumstances, among other circumstances, if it occurs, or is present in relation to or connected with any act or behaviour of sexual harassment may amount to sexual harassment:

- i. implied or explicit promise of preferential treatment in her employment; or
- ii. implied or explicit threat of detrimental treatment in her employment; or
- iii. implied or explicit threat about her present or future employment status; or
- iv. interference with her work or creating an intimidation or offensive or hostile work environment for her; or
- v. humiliating treatment likely to affect her health or safety.

5. It shall be the responsibility of the Committee to follow the norms under the UGC Regulations, 2015.

6. An aggrieved person is required to submit a written complaint to the ICC within three months from the date of the incident and in case of a series of the incidents within a period of three months from the date of last incident.

7. Presiding Officer, ICC shall see that annual report is submitted on relevant portal for each year. This ICC shall also function as Gender Sensitization Cell. Promotional/awareness activities vis-à-vis workshops/lectures on gender sensitization as well as prevention of sexual harassment may be organized during the orientation week.



(Dr. Nirag Dave)
I/C Joint Registrar
For Campus Director

To,

Presiding Officer and all members of ICC, NFSU Delhi Campus.

Copy to:

1. Executive Registrar, NFSU
2. Joint Registrar, NFSU Delhi Campus
3. Dean (Academics), NFSU Delhi Campus
4. All Programme Coordinators, NFSU Delhi Campus
5. Hostel Wardens, NFSU Delhi Campus
6. All Divisions including Library, NFSU Delhi Campus
7. Notice Boards
8. Website Manager (for uploading the same)
9. Order File.