

## ICC (INTERNAL COMPLAINTS COMMITTEE)

### JAGANNATH INTERNATIONAL MANAGEMENT SCHOOL, KALKAJI

Sexual harassment is a serious concern in educational institutions, affecting students, faculty, and staff alike. To ensure a safe and conducive learning environment, colleges must establish robust mechanisms for preventing and addressing sexual harassment. One essential component of this approach is the formation of an Internal Complaints Committee (ICC).

The Internal Complaints Committee (ICC) is established in JAGANNATH INTERNATIONAL MANAGEMENT SCHOOL, KALKAJI under the University Grants Commission (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Education Institutions) Regulations, 2015.

The primary purpose of the Internal Complaints Committee is to provide a safe space for individuals to report incidents of sexual harassment and to ensure prompt and impartial investigation and redressal of complaints. The ICC plays a crucial role in upholding the college's commitment to fostering a culture of respect, equality, and dignity for all members of the college community.

Following are categorised as "Sexual Harassment"

" An unwanted conduct with sexual undertones if it occurs or which is persistent and which demeans, humiliates or creates a hostile and intimidating environment or is calculated to induce submission by actual or threatened adverse consequences and induces any one or more or all of the following unwelcome acts or behaviour (whether directly or by implication), namely:

1. any unwelcome physical, verbal or non-verbal conduct of sexual nature;
2. demand or request for sexual favors
3. making sexually colored remarks
4. physical contact and advances
5. showing pornography".

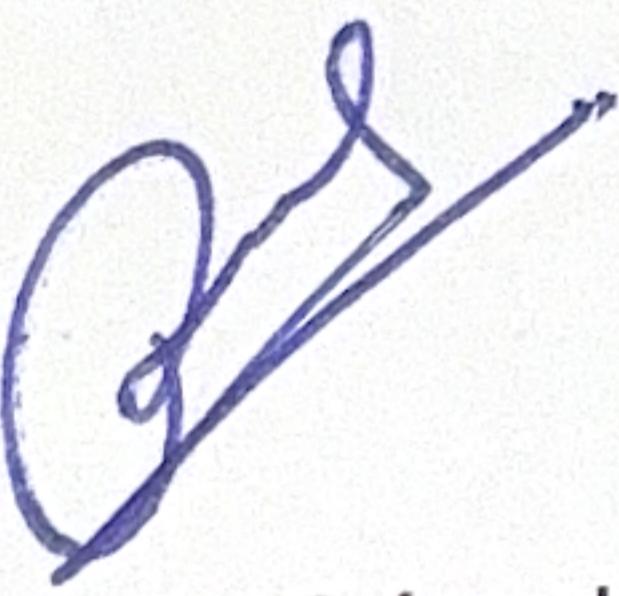
We commit ourselves to a zero-tolerance policy towards sexual harassment and reinforce our commitment to making our campus free from discrimination, harassment, retaliation or sexual assault at all levels. If a student, faculty member or non-faculty staff member faces any discomfort under the above-mentioned heads, he or she can directly approach the committee.

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 incidents within a period of three months from the date of the last incident. Provided that where such complaint cannot be made in writing, the Presiding Officer or any Member of the Internal Complaints Committee shall render all reasonable assistance to the person for making the complaint in writing. For the reasons accorded in the writing, the ICC could extend the time limit by a period not exceeding three months, if it is satisfied that the circumstances were such which prevented the person from filing a complaint within the said period. Friends, relatives, colleagues, co-students, a psychologist, or any other associate of the victim may file the complaint in situations where the aggrieved person is unable to make a complaint on account of physical or mental incapacity or death.

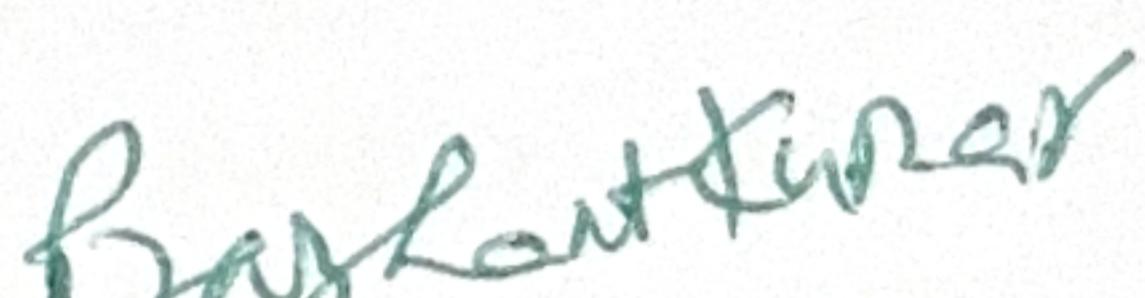
The complainant may contact the committee members through the given e-mail ID or phone numbers.

Email ID: [icc.kj@jagannath.org](mailto:icc.kj@jagannath.org)

<https://www.ugc.ac.in/pdfnews/7203627> UGC regulations-harassment.pdf (UGC Regulations of Sexual Harassment Act)

  
Dr. Ruchi Srivastava

HOD, BBA

  
Dr. Prashant Kumar

HOD, BCOM(H)

## Committee Members 2025-26

Sno.	Name	Designation	Email	Mobile No.
1	Dr. Niti Saxena (Presiding Officer)	Associate Professor	<a href="mailto:niti.saxena@jagannath.org">niti.saxena@jagannath.org</a>	9871337503
2	Ms Jasleen Rana (Faculty Member)	Assistant Professor	<a href="mailto:jasleen.rana@jagannath.org">jasleen.rana@jagannath.org</a>	9899151017
3	Ms. Kanika Parashar (Faculty Member)	Assistant Professor	<a href="mailto:kanika.parashar@jagannath.org">kanika.parashar@jagannath.org</a>	9318446816
4	Ms. Shalini Negi(Staff Member)	Librarian	<a href="mailto:library.kj@jagannath.org">library.kj@jagannath.org</a>	011-40619214
5	Mr. Dharmendra (Staff Member)	Administrative Officer	<a href="mailto:admin.kj@jagannath.org">admin.kj@jagannath.org</a>	8700613165
6	Ms Sunita Kaisth	NGO Member	<a href="mailto:Sunitakaistha@gmail.com">Sunitakaistha@gmail.com</a>	9873132336
7	Student Representatives:-  Ms Janvi Adlakha Student, BCom (Hons.) First Year Representative Phone no: 9899158003 Email: <a href="mailto:janviadlakha72@gmail.com">janviadlakha72@gmail.com</a>  Ms. Sonvi Bhati Student, BBA Second Year Representative Phone no: 8130255886 Email: <a href="mailto:sonvibhatia2530@gmail.com">sonvibhatia2530@gmail.com</a>  Ms Manasvi Bansal Student, BBA Second Year Representative Phone no. 9717190542 Email: <a href="mailto:manasvibansal0412@gmail.com">manasvibansal0412@gmail.com</a>			

## Committee Members

Sno.	Name	Designation	Email	Mobile No.
1	Dr. Niti Saxena (Presiding Officer)	Associate Professor	<a href="mailto:niti.saxena@jagannath.org">niti.saxena@jagannath.org</a>	9871337503
2	Ms Jasleen Rana (Faculty Member)	Assistant Professor	<a href="mailto:jasleen.rana@jagannath.org">jasleen.rana@jagannath.org</a>	9899151017
3	Ms. Kanika Parashar (Faculty Member)	Assistant Professor	<a href="mailto:kanika.parashar@jagannath.org">kanika.parashar@jagannath.org</a>	9318446816
4	Ms. Shalini Negi(Staff Member)	Librarian	<a href="mailto:library.kj@jagannath.org">library.kj@jagannath.org</a>	011-40619214
5	Mr. Vikram Rawat(Staff Member)	Administrative Officer	<a href="mailto:admin.kj@jagannath.org">admin.kj@jagannath.org</a>	9990104970
6	Ms Sunita Kaisth	NGO Member	<a href="mailto:Sunitakaistha@gmail.com">Sunitakaistha@gmail.com</a>	9873132336
7	Student Representatives:-  Ms Janvi Adlakha Student, BCom (Hons.) First Year Representative Phone no: 9899158003 Email: <a href="mailto:janviadlakha72@gmail.com">janviadlakha72@gmail.com</a>  Ms. Kuhu Saxena Student, BBA Second Year Representative Phone no: 8595898993 Email: <a href="mailto:kuhusaxena2@gmail.com">kuhusaxena2@gmail.com</a>  Mr Sarthak Bhatnagar Student, BBA Third Year Representative Phone no. 9821114068 Email: <a href="mailto:sarthak6950@gmail.com">sarthak6950@gmail.com</a>			



# Jagannath International Management School

MOR, Pocket-105, Kalkaji, New Delhi-110019

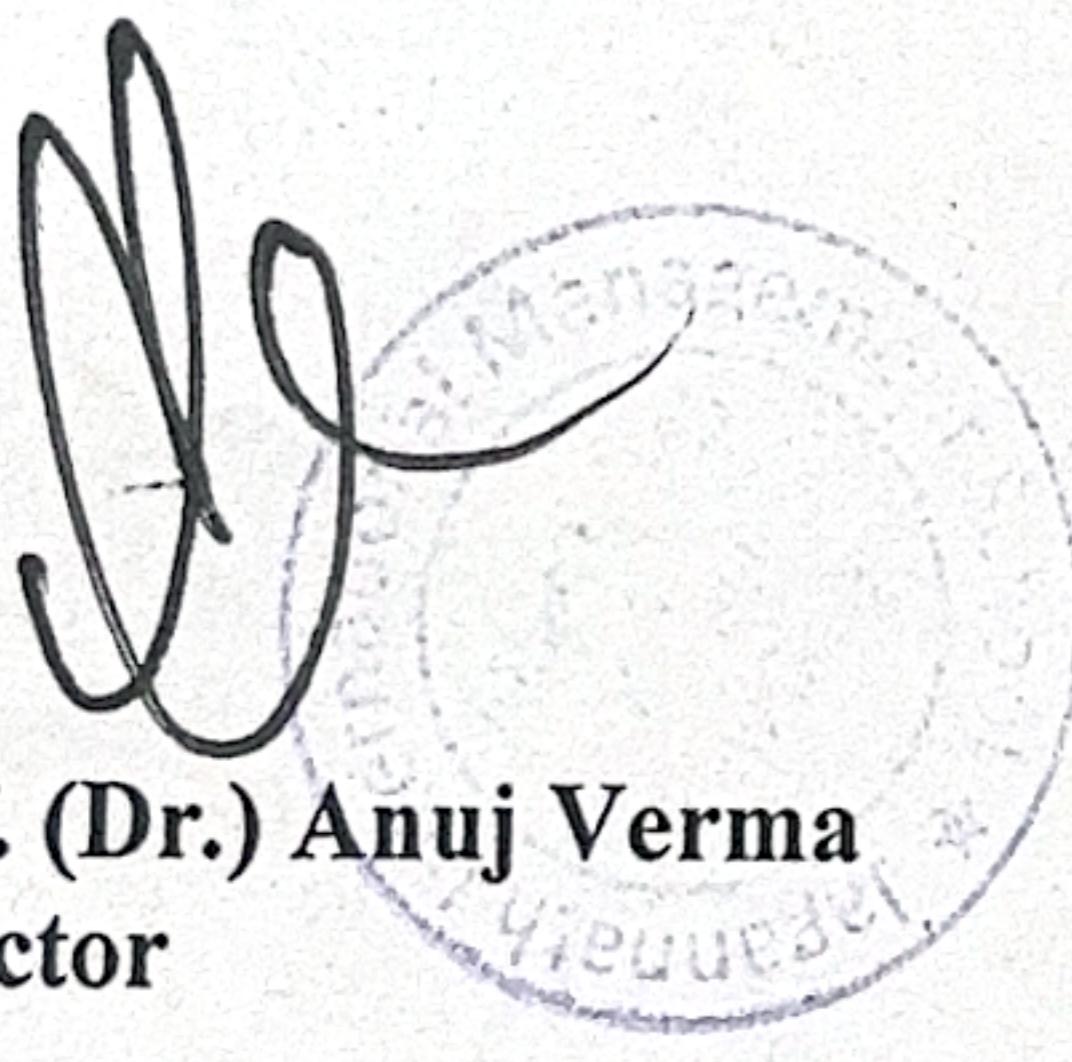
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Accredited by National Assessment and Accreditation Council (NAAC)



## Composition of Internal Complaint Committee (Sexual Harassment Committee) on 6.03.2023

Name of the member	Designation
1. Dr. Prashant Kumar	Committee Head
2. Dr. Preeti Singh	Member
3. Ms. Chanika Goel	Member
4. Dr. Sunita Kaistha (NGO)	NGO Member
5. SHO, Kalkaji	Member(SHO, Delhi Police)

Prof. (Dr.) Anuj Verma  
Director



# Jagannath International Management School

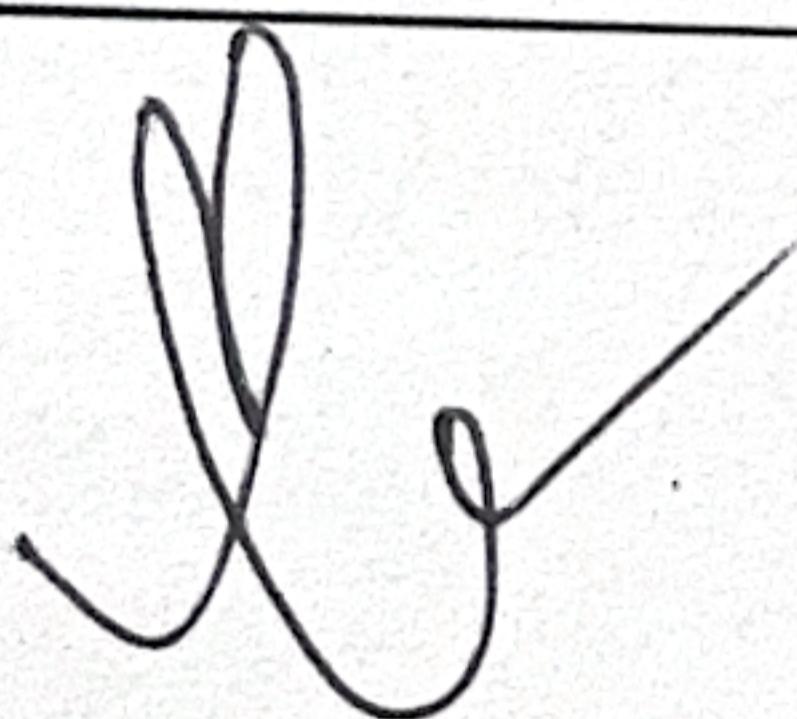
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## Composition of Internal Complaint Committee (Sexual Harassment Committee) on 6.09.2022

Name of the member	Designation
1. Prof. (Dr.) Manjula Shastri	Committee Head
2. Dr. Preeti Singh	Member
3. Ms. Chanika Goel	Member
4. Dr. Sunita Kaistha (NGO)	NGO Member
5. SHO, Kalkaji	Member(SHO, Delhi Police)



**Prof. (Dr.) Anuj Verma**  
Director



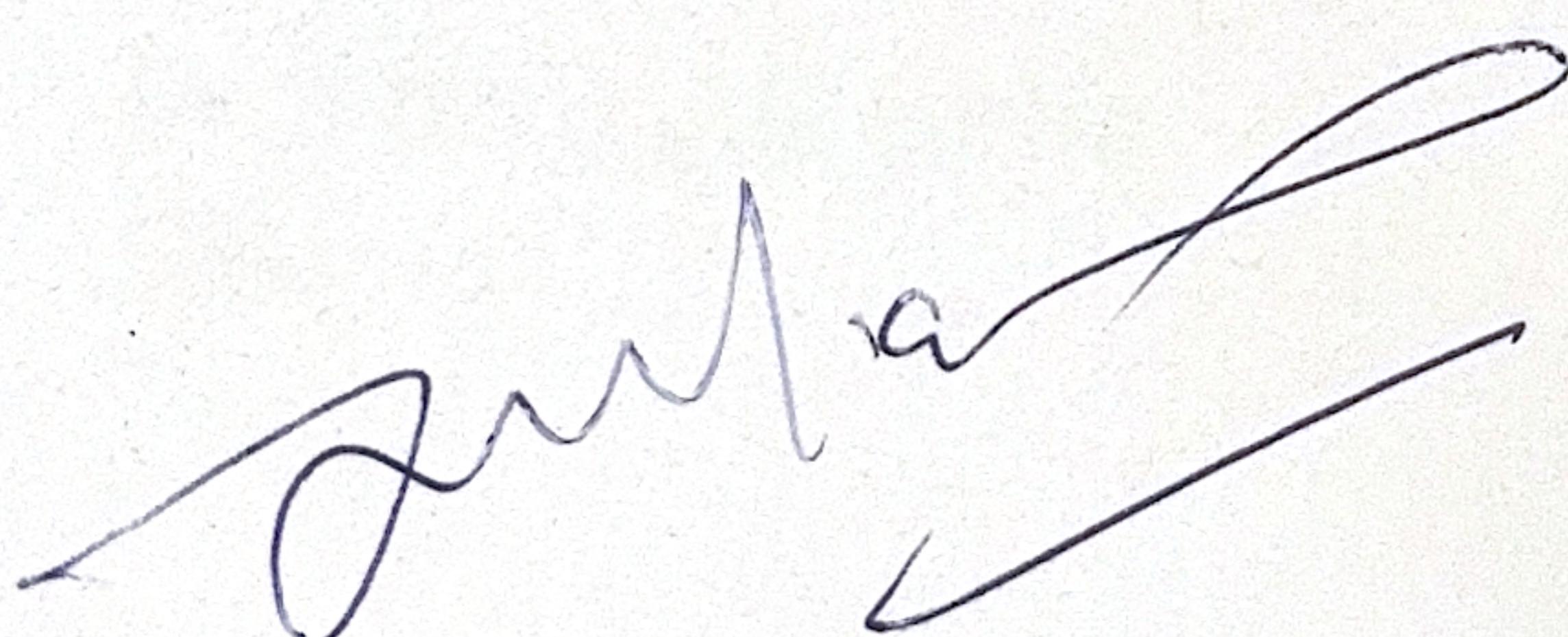
31.07.2018

## Constitution of Sexual Harassment Committee

The following hereby are nominated to constitute the Sexual Harassment Committee.

S. No	Name of the member	Designation	Contact Number
1.	Dr. Rashmi Bhatia	Committee Head	9873354581
2.	Dr. Niti Saxena	Member	9871337503
3.	Ms. Aditi Joshi	Member	9717033846
4.	Dr. Sunita Kaistha (NGO)	NGO Member	9873132336
5.	Mr. Amit Kamra	Member (Manager Admin)	9350478562

The Committee will consider all complaints relating to Sexual Harassment. The committee will complaint its investigation within seven days receipt of complaints and reports its finding to the undersigned within seven days of receipt of the notice.



**Prof. (Dr.) J.K. Batra**  
Director



**For information**  
Chairman  
Director General  
All faculty members