



ST. XAVIER'S COLLEGE MAHUADANR

Estd: 2011. Affiliated to Nilamber-Pitamber University, Medininagar NPU/R/953/11

P.O- Mahuadanr, Dist. Latehar, Jharkhand 822119

Accredited with 'A+' Grade by NAAC, Recognized by UGC

AISHE-C-42763

ISO-9001:2015

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Date=17/01/2025

Ref:

1. UGC No. F. 91-1/2013(TFGS) Dated 02/05/2016
2. 10th Governing Body Meeting/Dated 28/06/2017
3. Resolution adopted in Forum of HODs for reconstitution for Internal Complaint Committee(ICC)/ Dated 16/01/2025

In pursuance of University Grants Commission (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulation, 2015

Order

The **Internal Complaints Committee (ICC)** at St. Xavier's College, Mahuadanr has been established.

Sl.No	Name of the Member	Designation	Signature
1	Dr. Pyari Kujur (HOD, Department of Kurukh)	Presiding Officer	
2	Ms. Rozy Susmita Tirkey (Asst. Professor, Department of Geography)	Member	
3	Mr. Maxentius Kujur (HOD, Department of Economics & NSS Program Officer)	Member	
4	Mrs. Neelam Tirkey (Non-Teaching Staff)	Member	
5	Mrs. Aruna Kujur (Non-Teaching Staff)	Member	
6	Nisha Deepti Tigga (President of Student Council)	Member	
7	Asmit Ekka (Student of English Hons.)	Member	
8	Joyce Sonam Minj (Student of English Hons.)	Member	
9.	Advocate Shyju Thomas	Member	

17/01/2025
Principal
St. Xavier's College
Mahuadanr



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Roles and Functions of the Internal Complaints Committee (ICC):

- 1. Receiving Complaints:** The ICC is responsible for receiving complaints of sexual harassment from students, faculty, staff, or any other person associated with the college.
- 2. Inquiry and Investigation:** The ICC is tasked with conducting a fair and impartial inquiry into the complaints received. This includes gathering evidence, interviewing witnesses, and ensuring confidentiality throughout the process.
- 3. Mediation and Conciliation:** The ICC may attempt mediation and conciliation between the complainant and the respondent provided both parties consent to such a process.
- 4. Decision-Making:** The ICC is responsible for determining whether an incident of sexual harassment has occurred based on the evidence and testimonies presented during the inquiry.
- 5. Redressal:** If the ICC finds the respondent guilty of sexual harassment, it recommends appropriate disciplinary action to the college administration.
- 6. Awareness and Prevention:** The ICC promotes awareness about sexual harassment, prevention strategies, and the rights of individuals within the college community. It may conduct workshops, seminars, or awareness campaigns.
- 7. Reporting:** The ICC prepares an annual report detailing the number of complaints received, actions taken, and recommendations made. This report is submitted to the college administration and may be shared with relevant authorities.

17/01/2025

Principal
St. Xavier's College
Mahuadanr