



राष्ट्रीय फैशन प्रौद्योगिकी संस्थान  
National Institute of Fashion Technology  
स्थापना विभाग, निफ्ट मुख्यालय  
Establishment Department, NIFT Head Office  
हौज़ खास, नई दिल्ली  
Hauz Khas, New Delhi

\*\*\*\*\*

No. 1275(1)/NIFT/HO/Estt.II/Constitution of ICC/2019 /497

dated 22<sup>nd</sup> March, 2024

कार्यालय ज्ञापन (संशोधित) / OFFICE MEMORANDUM (REVISED)

Reference: OM No. 1275(1)/NIFT/HO/Estt.II/Constitution of ICC/2019/495 dated 21<sup>st</sup> March, 2024

**Sub: Constitution of an Internal Complaints Committee (ICC) in respect of the employees of NIFT Head Office, NIFT and Group 'A' and 'B' officials of NIFT Campuses under Section 4 of the 'Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013'-reg.**

Under the provisions of Section 4 of the 'Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013' and subsequent to completion of tenure of previous ICC-HO notified vide OM No. 1275(1)/NIFT/HO/Estt-II/Constitution of ICC/2019 dated 21<sup>st</sup> December, 2020, DG-NIFT has reconstituted the Internal Complaints Committee (ICC) in respect of employees of NIFT Head Office and Group 'A' and 'B' officials of all NIFT Campuses as under:

- 1) Chairperson - Prof (Dr) Malini D, NIFT Hyderabad
- 2) Member - Shri Partha Seal, Associate Professor, NIFT Kolkata
- 3) Member - Ms. Shubhangi Yadav, Associate Professor, NIFT Gandhinagar
- 4) External Member - Ms. Nirmala Prabhakaran, President, YWCA-Delhi
- 5) Member-Convenor - Shri Brijesh Deore, Joint Director, NIFT Kolkata

2. The tenure of the ICC-HO shall be for a period of three years from the date of issue of this OM.

3. On receipt of a complaint, the ICC shall conduct necessary enquiries in accordance with the Vishakha Guidelines as well as 'Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013' ('the Act') to ascertain the truth of the allegations by collecting documentary evidence and recording statements of possible witnesses including the complainant. The ICC shall then submit the preliminary enquiry report to the Competent Disciplinary Authority along with all the original documents produced during the preliminary enquiry proceedings. In case the allegations do not appear to be in the nature of sexual harassment, the ICC may refer matter to the Registrar for appropriate action.

PTO

4. In case of a complaint is related to a campus in which member(s) of the Committee is/are working, the said ICC member(s) shall not participate in that specific enquiry. In such a case, another Member(s) shall be nominated by the DG-NIFT.
5. This issues with the approval of the Competent Authority.



कर्नल विक्रान्त लखनपाल / Col. Vikrant Lakhanpal  
पंजीयक / Registrar

सेवा में / To

1. All Members of the ICC
2. All Campus Directors/Joint Directors- with the request to bring the above to the notice of all concerned for information and compliance
3. CVO/ Dean(A)/Director(HO)/Director(F&A)/Director(IT)
4. CAO/Joint Director, NIFT Head Office
5. All Heads/All CPs
6. DD(Estt)/DD(Admissions)Legal Officer/Vigilance Officer/DD(NRC), NIFT-HO
7. PS to DG-NIFT
8. Notice Board at NIFT Head Office/Campuses