



राष्ट्रीय फैशन प्रौद्योगिकी संस्थान कन्नूर  
NATIONAL INSTITUTE OF FASHION TECHNOLOGY, KANNUR

NIFT /KNR/DIR/12552/6/2018

6<sup>th</sup> October, 2021

**कार्यालय ज्ञापन / OFFICE MEMORANDUM**

**विषय : निफ्ट कन्नूर के लिए आंतरिक शिकायत समिति का गठन**

**Sub.: Internal Complaints Committee for NIFT Kannur**

Superseding all the orders hitherto issued on the subject, the Competent Authority has been pleased to constitute an Internal Complaint Committee (ICC) in respect of Group-C employees of NIFT, Kannur Campus in compliance of the 'Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 as under:

- |   |                                   |
|---|-----------------------------------|
| 1. Ms. Jaya Mathew                                      | - Assistant Professor-Chairperson |
| 2. Ms. Mukthy S   | - Assistant Professor & CC-MFM    |
| 3. Ms. Divyaa P R                                       | - Assistant Professor – Convener  |
| 4. Mr. Nagaraj T R                                      | - Assistant Director              |
| 5. Ms. Jijina Prakash T                                 | - Junior Assistant                |
| 6. Dr. Mariyam N V, D.G.O<br>(Obstetrics & Gynaecology) | - External Member                 |

1. The tenure of the ICC -NIFT Kannur shall be for a period of three years from the date of issue of this OM.
2. 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 ' (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 the matter to the Joint Director for appropriate action.

- ii) The Committee should observe any actions on the part of the students which can be construed as misbehavior or misconduct, which disturbs the decorum of the campus.
- iii) The Committee shall observe breach of NIFT's equal opportunity policy or any action likely to cause injury or impair safety on NIFT premises, including breaches of subsidiary quotes.



**डॉ। पुनीत सूद/Dr. PUNEET SOOD**

**निदेशक/ Director**

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1. All Members
2. Internal circulation /Notice Board

