



**Indian Institute of Technology Kanpur**  
**Director's Office**

DIR/IITK/2016/OO- 004  
March 9, 2016

**Office Order**

**Sub:** Constitution of the Internal Complaints Committee (ICC).

Ref.: 1. Office Order No. DIR/IITK/2013/28 dated May 10, 2013  
2. Office Order No. DIR/IITK/2013/OO-37 dated June 05, 2013  
3. Corrigendum No. DIR/IITK/2013/OO-72 dated Sep 17, 2013

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Pursuant to the direction issued by the Hon'ble Supreme Court in Vishaka & other versus State of Rajasthan, this Institute had constituted a Women's Cell vide office order dated 10.05.2013 for redressal of complaints/grievances of women in IIT Kanpur. Subsequently, vide office order dated 05.06.2013 various nominations were made for the Women's Cell, which were later amended vide a corrigendum dated 17.09.2013 providing therein inter-alia the tenure of the nominated members to be for a period of 3 years.

2. However, consequent upon promulgation of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Rules 2013, the Institute is now mandated to constitute an Internal Complaints Committee (ICC) in accordance with the provisions described in the said Act and Rules. Therefore, pursuant to Section 4 of the said Act, the following Committee to be known as the "Internal Complaints Committee" (ICC) is hereby constituted:-

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|--|---|-------------------|
| a) Prof. Nandini Nilakantan, Dept. of Mathematics & Stat.                                | : | Presiding Officer |
| b) Prof. Mini Chandran, Dept. of HSS   | : | Member            |
| c) Prof. JK Bera, Dept. of Chemistry   | : | Member            |
| d) Prof. Shafi Qureshi, Dept. of EE  | : | Member            |
| e) Prof. R. Vijaya, Dept. of Physics   | : | Member            |
| f) Smt. Veena Singh, JTS, Dept. of Chemistry   | : | Member            |
| g) Chairman, SAEC  | : | Member            |
| h) Mrs. Meera Jain, Advocate, 15/177<br>(Opp. Bar Association Lawn), Civil Court, Kanpur | : | External Member   |

3. The Internal Complaints Committee may also co-opt such member(s) in the ICC as may be necessary in the facts and circumstances of each case under its investigation.

4. The Internal Complaints Committee (ICC) shall exercise its powers as provided in the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Rules, 2013 and carry out the investigation and enquiry as per the rule.

5. The Internal Complaints Committee shall be empowered to take suo motto cognizance of all the matters/complaints/grievances of women employees including the faculty, staff, students and other women residing or visiting the campus of the Institute in any capacity. The Committee shall meet as frequently as may be required in the facts and circumstances of each case under its review. However, it shall mandatorily meet every quarter even if no live cases are available to review.

6. The Internal Complaints Committee shall not have any executive authority to initiate any administrative measure or action with regard to the cases under its investigation. It will submit its recommendations to the Director at the earliest. The Women's Cell of IIT Kanpur shall henceforth have no authority to entertain, investigate or opine on the allegations or matters related to sexual harassment.

7. The tenure of the above-mentioned Internal Complaints Committee shall be upto 30.09.2016. Thereafter, a fresh Internal Complaints Committee shall be constituted by the Institute.

8. The contents of earlier office orders issued under reference stand amended accordingly.

  
(Indranil Manna) 9.3.16  
Director

Copy to:

1. Dy. Director
2. The Presiding Officer and the members of the ICC
3. The Chairperson and the members of the Women's Cell
4. Prof.-in-charge (Admin.)
5. All Deans
6. All HoDs/IDPs/Centres/Sections/Unit-in-charges
7. Dy. Registrar (Admin. & Legal)
8. Website through Web Master
9. Circulation at 'all@lists.iitk.ac.in' (text only)