



Date: 1/1/2025

Subject: Appointment of Internal Complaint Committee (ICC) as per THE SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (PREVENTION, PROHIBITION AND REDRESSAL) ACT, 2013 ACT NO. 14 OF 2013

Reference: THE SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (PREVENTION, PROHIBITION AND REDRESSAL) ACT, 2013 ACT NO. 14 OF 2013

The Vishaka Guidelines were a set of procedural guidelines for use in India in cases of sexual harassment. They were promulgated by the Indian Supreme Court in 1997 and were superseded in 2013 by the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. This act is to provide protection against sexual harassment of women at workplace and for the prevention and redressal of complaints of sexual harassment and for matters connected therewith or incidental thereto. The protection against sexual harassment and the right to work with dignity are universally recognised human rights by international conventions and instruments such as Convention on the Elimination of all Forms of Discrimination against Women, which has been ratified on the 25th June, 1993 by the Government of India.

Marwadi University hereby appoint Internal Complaints Committee as per the Sexual Harassment of Women at Workplace (PREVENTION, PROHIBITION AND REDRESSAL) ACT, 2013 ACT NO. 14 OF 2013.

No.	Category	Name	Designation
1	Presiding Officer	Dr. Debleena Bhattacharya	Chairperson Women Cell, Sr Level Woman Employee of Marwadi University,
2	Member	Mr. Naresh Jadeja	Registrar
3	Member	Dr. Meeta Joshi	Associate Professor
4	Member	Ms. Sonal Punjani	Sr. Manager, HR
5	Member	Shri Urmish Vaishnav	AVP – Gokul Hospitals

Every Member of the Internal Complaint Committee shall hold office for three years, from the date of their appointment.

The Member appointed from amongst the non-governmental organisations or associations shall be paid such fees or allowances for holding the proceedings of the Internal Committee, by the University.

Any aggrieved woman (a woman, of any age whether employed or not, who alleges to have been subjected to any act of sexual harassment) may make, in writing, a complaint of sexual harassment at workplace to the Internal Committee appointed above within a period of three months from the date of incident and in case of a series of incidents, within a period of three months from the date of last incident: Provided that where such complaint cannot be made in writing, the Presiding Officer or any Member of the Internal Committee shall render all reasonable assistance to the woman for making the complaint in writing. ICC should adhere to all process specified in the above referred act and take steps accordingly.

This order has approval of the competent authority.



Naresh Jadeja
Registrar