



F.15033/1/2023-KVS (BBS)/ICC/ 16223
Date: 04.09.2023

ORDER

In suppression to previous orders, it is hereby conveyed to re-constitute the "Internal Complaints Committee" at Kendriya Vidyalaya Sangathan, Regional Office, Bhubaneswar to deal with the complaints regarding sexual harassment of women at work place, in terms of the provisions of Section 4 (2) of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 enforced on 9th December 2013. Accordingly, the following members are nominated for constituting the "Internal Complaints Committee" at Regional Office to deal with the complaints of sexual harassment in respect of women at workplace with immediate effect.

SL. No.	Nomenclature	Name of the nominated member
1	Presiding Officer	Smt. Soma Ghosh, Assistant Commissioner, KVS,RO, Patna, (Ph. Number 9534017519)
2	NGO Member	Smt. Anuradha Mohanty (Ph. Number -7750084506)
3	Female Member	Smt. Susmita Pradhan, Principal, K.V. No-2 Sambalpur (Phone Number:-9861850836)
4	Male Member	Sh. A.K. Seet, Principal, Kendriya Vidyalaya , Puri (Phone Number :- 9436234401)

Jurisdiction: -

1. To inquire into the complaints of sexual harassment at workplace against the officials at the Regional Office upto the level of SO (Excluding FO) and against Principal, Vice Principal and HMs of the Bhubaneswar Region.
2. To inquire into the complaints of sexual harassment at ZIET (Excluding complaints against Director) where both the Regional Office and ZIETs are located at the same station.
3. In cases where the ZIETs are located at a different station than RO, ZIETs will have their own ICC. However, it is not practically feasible, the ICC of the nearest RO will inquire into such complaints.

The Presiding Officer and the members of the above committee will hold office for a period not exceeding three years from the date of issue of this order. The Presiding Officer of the Committee will ensure the following: -

- i. Co-ordinate with the NGO member, other members, Deputy Commissioner of the Region, and respective Principal of Vidyalaya to fix date and time for conduct of inquiry.
- ii. Co-ordinate with the NGO member and plan & facilitate the tour programme.
- iii. The inquiry will be conducted in terms of guidelines contained in the judgement dated 13.08.1997 of the Hon'ble Supreme Court in the case of Medha Kotwal Lele & Others Vs Union of India & Others.
- iv. It is mandatory to have one NGO member while investigating the case of sexual harassment of women employees.
- v. Submission of Inquiry Report with specific findings and supporting documents along with her comments/recommendation within a period of one month from the date of such receipt of a complaint.

(DR. SHIHARAN BOSE)
DEPUTY COMMISSIONER