



Ref: ..CCDTE/12/26

Date: 31/01/2026

Office Order / Notification

Internal Complaints Committee (IC)

Anti-Sexual Harassment Cell - 2026

It is hereby informed to all that in In pursuance of Notification No. 029/AKU-NSS/005/2025-758 dated 09.02.2026 of Aryabhata Knowledge University, Patna, an '*Internal Committee (IC) / Anti-Sexual Harassment Cell*' has been hereby constituted in the College under the provisions of *The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013* and the *University Grants Commission (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015* to ensure a safe, respectful, and inclusive academic and working environment for all students, faculty, and staff.

Sexual Harassment violates fundamental rights to equality, dignity, and a safe learning environment. The College adopts a zero-tolerance policy toward any form of sexual misconduct.

The '*Internal Committee (IC) / Anti-Sexual Harassment Cell*' aims to Prevent sexual harassment within the campus and related academic spaces, promote gender sensitivity and mutual respect, provide a safe mechanism for complaint redressal, ensure fair, confidential, and time-bound inquiry and recommend corrective and preventive actions.

Functions and Responsibilities of the '*Internal Committee (IC) / Anti-Sexual Harassment Cell*' will be:

- To receive, inquire into, and ensure prompt redressal of complaints of sexual harassment. If any.
- To monitor compliance with the provisions of the POSH Act, 2013 and related UGC Regulations.
- To organize regular awareness and sensitization programmes for employees and students.
- To ensure onboarding and regular updating of IC details on the SHE-Box Portal and to dispose of the cases received through the portal.



(+91) 8294040444



C10-11, Patliputra Industrial Area,
Off Atal Path, Patna (Bihar) 800013



hr@cimage.in



To prepare the Annual Report and submit it in time to the University/competent authority and upload the same on the portal.

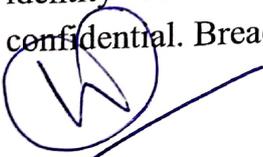
It is also to inform all that Sexual harassment covers any Physical contact and advances, Demand or request for sexual favors, Sexually Colored remarks, Showing pornography or any other unwelcome physical, verbal, or non-verbal conduct of a sexual nature. It also covers harassment through Digital/Online platforms, field visits, internships, study tours, college events, or transport arranged by the institution.

The 'Internal Committee (IC) / Anti-Sexual Harassment Cell' consists of the following members:

Name	Designation in College	Role in Committee
Mrs. Megha Agrwal	Directress	Chairperson
Prof. (Dr.) Neeraj Kumar	Principal	Member
Dr. Reena Prasad	Asst. Professor	Female Member
Mrs. Sanjana Sinha	Asst. Professor	Female Member
Mrs. Priyadarshi Jain	Asst. Professor	Female Member
Mrs. Shabina Anjum	Director	Member
Mrs. Neha Verma	N/A (External)	External Member
Mrs. Puja	Clerk/Office Assistant	Member Secretary
Ms. Bhumi Kumari	Student Representative	Member
Ms. Anuradha Kumari	Student Representative	Member

The ICC shall address complaints involving Students, Teaching and non-teaching staff, Contractual/visiting faculty, Outsourced staff or service providers (within campus).

The complaint may be filed through Written complaint submitted to ICC office or email. The identity of the complainant, respondent, witnesses, and proceedings shall remain strictly confidential. Breach of confidentiality may attract disciplinary action.


Signature

(Principal)

Copy Forwarded to.

- All Concerned Members of IQAC/S.O.