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**OFFICE OF THE PRINCIPAL KARANJIA AUTONOMOUS COLLEGE, KARANJIA**  
**DIST- MAYURBHANJ, PIN- 757037 (ODISHA)**  
**NAAC ACCREDITED-B (2<sup>nd</sup> Cycle)**  
**ESTD - 1964**

No. 943

Date. 15.07.2025

**NOTIFICATION**

**CONSTITUTION OF INTERNAL COMPLAINT COMMITTEE**

An Internal Complaint Committee (ICC) with an inbuilt mechanism of Gender sensitization against Sexual Harassment is hereby constituted with the following faculty members as per UGC notification dtd. 2<sup>nd</sup> May-2016 University Grants Commission (Prevention, Prohibition and Redressal of Sexual Harassment of Women employees and students) in Karanjia Autonomous college, Karanjia.

Sl. No.	Name	Assigned to	Contact
1	Mrs. Abhipsa Mishra, HoD, Physics	Presiding Officer	9658632838
2	Sri Sanjaya Kumar Munda, HoD, Odia	Member	8917440653
3	Dr. Geetanjali Birtia, Lecturer in English	Member	9776535046
4	Mrs. Aishwarya Binayak Acharya, HoD, Zoology	Member	9827528856
5	Sri Debendra Kumar Mohapatra, Demonstrator in Chemistry	Member	9124845052
6	Sri Bhubaneswar Behera, Head Clerk	Member	8895925062
7	Adv. Banchhanidhi Prusty, Karanjia Bar	Legal Advisor (External Member)	9437132887
8	Miss Rani Singh Khuntia,	Student representative	8249883245
9	Miss Suneli Barik	Student representative	7682924937
10	Sri Hari Shankar Das	Student representative	8926213407

**The Internal Complaints Committee so constituted shall :**

- provide assistance if an employee or a student to file a complaint with the police.
- provide mechanism of dispute redressal and dialogue to anticipate and address issues through just and fair conciliation without undermining complainant's rights, and minimize the need for purely punitive approaches that lead to further resentment, alienation or violence.
- protect the safety of the complainant by not divulging the person's identity, and provide the mandatory relief by way of sanctioned leave or relaxation of attendance requirement or transfer to another department or supervisor as required during the pendency of the complaint, or also provide for the transfer of the offender.
- ensure that victims or witness are not victimized or discriminated against while dealing with complaints of sexual harassment: and
- ensure prohibition or retaliation or adverse action against a covered individual because the employee or the student is engaged in protected actively.

*J. M. Lakht*  
 Principal  
 15.07.25

Karanjia (Auto) College, Karanjia  
 Dist. Mayurbhanj  
 Odisha

Copy to Commissioner-Cum-Secretary, Higher Education Department, Bhubaneswar / Secretary, UGC, New Delhi/ Director, Higher Education Department, Govt. of Odisha, Bhubaneswar / Dy. Director, Higher Education Department, Govt. of Odisha, Bhubaneswar / Director, RDE, Balasore / Superintendents, All Womens' Hostels, KACK / All College Notice Boards / Website/ College WhatsApp Group for information.