



MODERN INSTITUTE OF TECHNOLOGY & MANAGEMENT, BHUBANESWAR (MITM)

(UNDER BASANTI DASH EDUCATIONAL TRUST)

Approved By AICTE, New Delhi , Govt. Of Odisha & Affiliated to BPUT

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Ref.No:- MITM/PRI-926/23

Dt:- 15/09/2023

Office Order

(Internal Complain Committee)

In compliance with the instructions of National Commission for women and guidelines issued in implementation of the directives of Hon'ble Supreme Court Judgement dated 13th August, 1997 on the subject of sexual harassment of women in the workplace, Internal Complaint Committee of Modern Institute of Technology & Management (MITM), Bhubaneswar is constituted with following members for redressing the complaints of sexual harassment of women working in the Institute.

Sl.No	Name and designation	Position in the committee
1	Dr. Dillip Kumar Sahoo, Principal, Modern Institute of Technology & Management (MITM), Bhubaneswar	Chairman
2	Mrs. Rajeswari Mishra Asso. Prof. in CSE, Modern Institute of Technology & Management (MITM), Bhubaneswar	Convener
3	Mr. Ajit Dhal Asso. Prof. in ME, Modern Institute of Technology & Management (MITM), Bhubaneswar	Member
4	Mr. Suryapratap Biswajit Puhan Asso. Prof. in CE, Modern Institute of Technology & Management (MITM), Bhubaneswar	Member
5	Mr. Prayag Chandra Barik, Asso. Prof. in EE, Modern Institute of Technology & Management (MITM), Bhubaneswar	Member
6	Miss. Nandita Mohanta Student 1st, year, CSE	Member
7	Miss. Shradhanjali Singh Student 2 nd , year, CSE	Member

Roles and responsibilities:

1. Prevent discrimination and sexual harassment, by promoting gender amity among students and employees;
2. Make recommendations to the management for changes/elaborations in the Rules for students in the Prospectus and the Bye-Laws, to make them gender just and to lay down procedures for the prohibition, resolution, settlement and prosecution of acts of discrimination and sexual harassment, by the students and the employees;
3. Deal with cases of discrimination and sexual harassment against women, in a time bound manner, aiming at ensuring support services to the victimized and termination of the harassment;
4. Recommend appropriate punitive action against the guilty party to the Management. Here it should be noted that according to the Supreme Court guideline Sexual harassment can be defined as "unwelcome" sexually determined behavior (whether directly or by implication) as:
 - a) Physical contact and advances;
 - b) Demand or request for sexual favors;
 - c) Sexually colored remarks;
 - d) Showing pornography; and
 - e) Other unwelcome physical, verbal or non-verbal conduct of a sexual nature. etc



15/9/23

Principal

Modern Institute of Technology & Management (MITM),

Bhubaneswar
Principal

MITM, Bhubaneswar

Copy to :

1. Person concerned
2. Registrar, Biju Patnaik University of Technology, Rourkela
3. Director, DTET, Cuttack
4. Vice- Chairman, SCTE&VT
5. AICTE, new Delhi
6. Govt. of Odisha, SDTE

For information and necessary action