



राष्ट्रीय प्रौद्योगिकी संस्थान अगरतला

National Institute of Technology Agartala

AGARTALA - 799046 (Tripura)

संख्या No.F.NITA.28(75-REG)/Complaint/Con/2021/(L-1)/5280-83.

दिनांक Date: 19/10/2023

परिपत्र/CIRCULAR

Sub : Constitution of Internal Complaints Committee (ICC) in respect of Sexual Harassment of Women at Work Place.

In supersession of previous Circular/Notification, the ICC for NIT Agartala is re-constituted as per provisions of Section-4 of “**Sexual Harassment of Women at Work Place Act, 2013**” with the members mentioned below:

Sl. No.	Name of the Persons	Designation in ICC	Relevant provision in the Act	Period of Engagement as per provision of Section 4(3) of the Act.
1	Prof. Aaparna Nath, Professor, Department of Physics.	Presiding Officer	Section 4(2)(a)	Till further order
2	Dr. Soma Nag, Assistant Professor, Deptt. of Chemical Engineering.	Member		
3.	Dr. Lipika Halder, Assistant Professor, Deptt. of Civil Engineering.	Member		
4.	Dr. Sagarika Panigrahi, Asstt. Prof. Deptt. of Civil Engineering.	Member		
5	Sh. Manish Kumar, Dy. Registrar, (Administration).	Member		
6	Mrs. Kaninika Banik, Office Assistant, O/o. the Registrar.	Member		
7	Mrs. Aditi Sarma Lodh, Advocate, High Court Bar Association, Tripura High Court, Mob - +91-9436460457.	Member (External)		

The re-constituted ICC will be **functional w.e.f. 18-10-2023**. The presence of Chairperson and at least 3 more members (total 4 members) will make quorum for any meeting of ICC. As per requirement under Section 4(4), of the said Act, allowances to be paid to **Member (External)** for attending each meeting of the ICC, will be decided by the Director.

The following important information on “**Sexual Harassment of Women at Work Place Act, 2013**” may be helpful to the ICC for functioning:

- 1) As per provisions of Section 2(b), “Appropriate Govt.” is Central Govt., in case of NIT Agartala since NITA gets funds from Central Govt.
- 2) As per provisions of Section 2(o)(vi), “**Dwelling Place**” or “**House**” in the campus is a part of “**Workplace**”.

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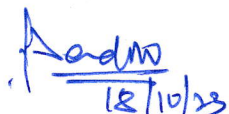
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- 3) As per provisions of Section 6(1) and 9(1), the “Local Complaints Committee” constituted by District Magistrate/ ADM / Collector / Dy. Collector etc., WORKING UNDER STATE GOVT., as a District Officer, may receive complaint, if “ Internal Complaints Committee (ICC)” UNDER THE CENTRAL ACT, has not been constituted by NITA. **This implies that only ICC UNDER THE CENTRAL ACT (if constituted) is statutorily authorized to receive the complaint.**
- 4) As per provisions of Section 10(1), **ICC has the power to settle the matter through conciliation before initiating inquiry.**
- 5) As per provisions of Section 11(3), the ICC has power of a **CIVIL COURT** under the code of **Civil Procedure, 1908.**
- 6) As per provisions of Section 14(1), for false complaint by the aggrieved women, the woman is liable to get punishment as per service rule. It implies that if a wife of an employee makes false complaint with the knowledge of the employee, the employee is liable to get punishment for false complaint.
- 7) **As per provisions of Section 16(1), notwithstanding anything contained in the RTI ACT, 2005, there is statutory prohibition of publication or making known the contents of complaint and inquiry proceedings and under this confidentiality clause, the following documents can not be disclosed:**
 - ❖ Complaint letter
 - ❖ Identity and address of the Complainant, Accused and Witnesses,
 - ❖ Any information related to Settlement,
 - ❖ Inquiry Proceedings and Inquiry Report,
 - ❖ Recommendations of ICC,
 - ❖ Action taken by the Employer.
- 8) As per provisions of **Section 17, violation of Section 16**, will lead to penalty as may be prescribed (by **ICC as Civil Court**).
- 9) As per provisions of Section 25, the Appropriate Govt. (**Central Govt.** in case of NITA), has **power to call for information and inspection** of records confidentially, but cannot violate the confidentiality clause of Section 16.
- 10) As per provisions of **Section 26**, violation of any provision of this Act by the employer (NITA) will lead to fine up to **Rs.50,000/-** to be paid **by the employer**, as a fine.
- 11) As per provisions of Section 19(g) and (h), filing complaint for **FIR can be made either by the Complainant or by the employer** (on recommendations of ICC) under **IPC (Act 45 of 1860).**


{Col. (Dr) Ashish Badola}
कुलसचिव/ Registrar
एनआईटीअगरतला/ NIT Agartala

To
All concerned
प्रतिलिपि/ Copy to:

1. P.S. to Director for kind information of the Director, NITA.
2. All Deans, NIT Agartala.
3. All HoDs, NIT Agartala.


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कुलसचिव/ Registrar
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