



Vikash Institute of Technology, Bargarh

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NOTICE / MEETING PROCEEDINGS / 16.07.2025

Internal Complaint Committee (ICC) Under POSH Act 2013

A staff meeting of the college was held today the 16th July 2025 at 3.00 PM to discuss about the POSH Act 2013 (Prevention of Sexual Harassment Act 2013) – provisions & stipulations under it and constitution of the **Internal Complaint Committee (ICC)** of the college under the Act.

2. The Principal and other senior functionaries amply highlighted the salient features of the Act, its stipulations & implications for us in the college / campus. The staff members actively participated in the discussion and got their doubts / queries clarified. The attending staff- members acknowledged having been aware of the following aspects of the matter, in particular.

(i) That no action be perpetrated or caused to be perpetrated by any staff-member which amount to sexual harassment (as per definitions / explanations in the Act) against any colleague, staff-member or student of the college; or even to any child / anybody linked to the Institution; and violation of this norm will attract penal provisions / actions under the Act without any leniency.

(ii) Anybody of the college (teaching staff / other staff / student) if / when subjected to any type of sexual harassment, must not keep the matter concealed to herself / himself and must immediately report the matter to the Principal who, in turn, must immediately get the matter investigated-into by the Internal Complaint Committee (ICC); followed by appropriate action taken on the ICC's report.

3. Then the principal announced constitution of the Internal Complaint Committee (ICC) of the college under the Act, as under :

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| i. Dr. Swagatika Nanda, Associate Professor & HOD MBA | Convener- Secretary |
| ii. Shri Sujit Kumar Dash, Advocate & Social Activist on Women Issues | External Member |
| iii. Dr. Dillip Khmari, HOD, Dept. of EEE | Member |
| iv. Dr. Girish Padhan, HOD, Dept. of CSE | Member |
| v. Dr. Chinmay Dagheri, HOD, Dept. of ME | Member |
| vi. Mr. Balgopal Guru, HOD, Dept. of CE | Member |
| vii. Mr. Pankaj Kumar, HOD, Dept. of ECE | Member |
| viii. Mr. Manoranjan Dash, HOD, Dept. of Basic Sc. & Humanities | Member |



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| ix. Mrs. Lovely Rath, Asst. Professor, Dept. of CSE | Member |
| x. Mrs. Snigdha Priyambada, Asst. Professor, Dept. of EEE | Member |
| xi. Ms. Anjana Khamari, Asst. Professor, Dept. of CE | Member |
| xii. Ms. Sarita Mishra, Asst. Professor, Dept. of ME | Member |

The Principal also advised that the Higher Education Department of the State Government has declared a dedicated **Help Line Telephone Number – 181** for us by any affected person in this regard, which the attending staff members took note of for wide circulation.

B – The attending members of staff put their signatures over this proceeding – record of the meeting for their acknowledgement of the contents, while a copy of it being submitted to the Chief Administrative Officer for information at the VHEI Management level.

Mishra
16/07/2025
(Dr. Purnendu Mishra)

Principal, Vikash Institute of Technology, Bargarh

PRINCIPAL
Vikash Institute of Technology
Bargarh, Odisha

Name, Designation & Signature of the Attending Staff-Members

Sl. No.	Name	Designation	Signature
1.	Dr. Dellip Khamari	HOD, EEE	<i>Mishra</i> 16/07/25
2.	Dr. Girish Paulhan	HOD, CSE	<i>Girish</i> 16-7-25
3.	Bal Gopal Gura	HOD, CE	<i>Bal Gopal</i> 16/7/25
4.	Dr. Chinmay Dehen	HOD, ME	<i>Chinmay</i> 16/07/25
5.	Manoranjan Dash	HOD, BSH	<i>Manash</i> 16.7.2025
6.	Dr. Surajesthina Nanda	HOD, MBA	<i>Suraj</i> 16.07.2025
7.	Pankaj Kumar	HOD, ECE	<i>Pankaj</i> 16/7/2025
8.	Somnesh Sahu	Asst. Prof (ME)	<i>Somnesh</i> 16/7/25
9.	Aditya Sahu	Asst. prof. EEE	<i>Aditya</i> 16/7/25
10.	Swarna Kumari meher	Asst. prof. ME	<i>Swarna</i>
11.	Sasika Mishra	Asst. Prof. ME	<i>Sasika</i>
12.	Pratibha Pradhan	Asst. Prof. CE	<i>Pratibha</i>
13.	Sandhya Rani Sahu	Asst. Prof. MBA	<i>Sandhya</i>
14.	Sevagatena Mishra	Asst. prof. BSH	<i>Sevagatena</i> 16/07/2025



15.	Eaiswarya Sahu	Asst. Prof. BSH	Ch 16/7/2025
16.	Tulasi Goud	Asst. Prof. BSH	Thoud 16/07/2025
17.	Manabendra Kumar Dash	Asst. Prof. CE	LDash 16/07/25
18.	Ashirbasi Meherapatra	Teaching Assistant	Jam 16/7/25
19.	Rohini Kumar Dash	Technical Assistant	Rohini 16/07/25
20.	Snigdha Priyambada	Asst. Prof, EEE	Snigdha 16/7/25
21.	Monali Patel	Asst. Prof. CEE	Patel 16/7/25
22.	Alina Kumari Swain	Asst. Prof. CSE	Alina 16.07.25
23.	Lavely Pathy	Asst. Prof. CEE	XPathy 16/07/25
24.	Sanjeevika Venna	Lecturer	Venna 16/07/25
25.	Anil K. Meher	Lecturer	Meher 16/07/25
26.	Pichayn K. Sankar	Lecturer	Py 16/7/25
27.	Anjana Chamaru	Asst. Prof. LF	16.07.2025
28.	Prabhas ch. Guna	Technical Asst	P. G 16/07/2025
29.	Purusattam Pradhan	Lecturer	P. Pradhan 16/7/25
30.	Saiya Patel	Lab Asst	Patel 16/7/25
31.	Kalyani Behera	Lecturer	Behera 16/07/25
32.	Jyotsna Prasad Nayak	Asst. Prof. Mech	J. Nayak 16.07.25
33.	N.V. Smith	Admin. Assistant	nv 16/7/25
34.	Suraj Kumar Duan	Office Assistant	SK Duan 16/7/25
35.	Debjit Mishra	Asst. Prof.	Debjit 16/07/25
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