



राष्ट्रीय इलेक्ट्रॉनिकी एवं सूचना प्रौद्योगिकी संस्थान (रा.इ.सू.प्रौ.सं.)
National Institute of Electronics and Information Technology (NIELIT)

(पूर्व में डीओईएसीसी सोसायटी/Formerly DOEACC Society)

(इलेक्ट्रॉनिकी सूचना प्रौद्योगिकी विभाग, संचार और सूचना प्रौद्योगिकी मंत्रालय, भारत सरकार की एक स्वायत्त वैज्ञानिक संस्था)
(An Autonomous Scientific Society of Department of Electronics and Information Technology (DeitY),
Ministry of Communications & Information Technology, Govt. of India)

कोलकाता
Kolkata

Date: 15.3.2017

No: NIELIT/Ko/ICC/01

Internal Complaints Committee Policy

- I. The objective of this policy is to provide protection against sexual harassment of women at workplace and for the prevention of sexual harassment and redressal of complaints of sexual harassment and for matters connected therewith. All staff and students of NIELIT should take cognizance of the fact that NIELIT Kolkata strongly opposes sexual harassment, and that such behavior against women is prohibited by the law as set down in the Sexual Harassment of women at workplace (Prevention, Prohibition and redressal), Act 2013 and Rules framed there under being the Sexual Harassment of Women at Workplace (hereinafter referred as "Act") as well as the terms of employment..
- II. NIELIT Kolkata has zero-tolerance for sexual harassment and gender based discrimination. We value each and every employee working with us and wish to protect their dignity and self respect.
- III. We are determined to promote a working environment in which persons of both genders complement each other as equals in an environment that encourages maximum productivity and ensures personal dignity.
- IV. Following are defined:
 - Workplace: As defined in the Act 2013
 - Employer: Director NIELIT Kolkata
 - Employee: Regular staff/Contractual Staff/Guest faculty/Security
 - Non Salaried :Students/Visitors on purpose

Contact Persons details:

- 1) Mrs Rashmi Mandal (Vijayvergiya), Sc- 'C'- and Chairperson , NIELIT Kolkata-(033)- 2414-6659
- 2) Mrs Krishnakali Kar Khan, Technical Officer, Member,NIELIT Kolkata.
- 3) Mr A Das, Jt Director (F&A), Member, NIELIT Kolkata-
- 4) Dr Paromita Chakravarti,Professor , Dept of English, Jadavpur University-External Expert.
- 5) Mr S .M. Sahariar, Ex-Director,DoPT,GOI, External Expert.

Rashmi