



Establishment of Internal Committee (IC)

(2026-27)

(Along with Annual Report)

1. Statutory Basis / Regulatory Framework

The Internal Committee (IC) of Daly College of Business Management is constituted in strict compliance with the following Acts, Rules and Regulatory Guidelines:

- Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013
- UGC (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Education Institutions) Regulations, 2015
- AICTE Approval Process Handbook (APH) 2026–27, as amended from time to time.
- Directions issued by AICTE and UGC

The IC functions as a statutory body to ensure a safe, secure, gender-sensitive, and harassment-free workplace and academic environment.

2. Objectives of the Internal Committee

- Prevent sexual harassment at the workplace.
- Prohibit and redress complaints of sexual harassment.
- Promote gender sensitization and awareness.
- Ensure fair, confidential, and time-bound inquiry.
- Ensure compliance with AICTE/UGC norms.



3. Constitution of Internal Committee (IC)

Sl. No.	Name	Gender	Designation	Role
1	Dr. Neetika Shrivastava	Female	Associate Professor	Presiding Officer
2	Ms. Neha Bhatia	Female	Assistant Professor	Member
3	Ms. Swati Gupta	Female	Assistant Professor	Member
4	Mr. Rajesh Soni	Male	Non-Teaching Staff	Member
5	Mr. Ashwin Tare	Male	Non-Teaching Staff	Member
6	Ms. Ashmeet Kaur Verma	Female	Student of BBA	Member
7	Mr. Parth Bagdi	Male	Student of BBA	Member
8	Ms. Mahek Gupta	Female	Student of MBA	Member
9	Ms. Surbhi Manocha Chowdhary	Female	NGO	Member

4. Powers and Functions

- Receive written complaints of sexual harassment.
- Conduct inquiries in accordance with principles of natural justice.
- Complete inquiries within the statutory time limit.
- Recommend disciplinary action to the competent authority.
- Ensure confidentiality of proceedings.
- Conduct awareness and sensitization programmes.
- Submit the Annual Report to the Head of the Institution.

5. Annual Report (Academic Year: 2025-26)

- Complaints received: Nil
- Complaints disposed of: **Not Applicable**
- Cases pending: Nil



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6. Awareness & Sensitization Activities

- Gender Sensitization Programme for Staff and Students.
- Orientation Programme on Sexual Harassment Act & AICTE Guidelines.

7. Preventive Measures

- Display of IC details on notice boards.
- Circulation of IC policy among employees and students.
- Inclusion of IC information in the institutional handbook.

8. Declaration

The Internal Committee of Daly College of Business Management, Indore confirms that the institution has maintained a zero-tolerance policy toward sexual harassment and complied with AICTE/UGC statutory requirements during the academic year.

Director
Daly College of Business Management

