



FUB/2024-25/R.O./245B

01st May, 2025

OFFICE ORDER

Constitution of Internal Complaints Committee (ICC) – As per UGC and POSH Act Norms

In accordance with the University Grants Commission (UGC) Regulations titled “Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions, 2015”, and the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH Act), Future University, Bareilly hereby reaffirms the constitution of its Internal Complaints Committee (ICC).

The ICC is a legally mandated body responsible for addressing complaints related to sexual harassment against women employees and students within the university and ensuring a safe and gender-sensitive environment on campus.

1. Composition of the ICC

Name	Designation	Position in Committee
Dr. Charu Khanna	Dean Student Welfare	Chairperson
Dr. Nidhi Yadav	Associate Professor, Faculty of AYUSH	Member
Dr. Rajneesh Sharma	Chief Proctor	Member
Ms. Deepika Mishra	Faculty of Engineering and Technology	Member
Ms. Priya Thapa	Faculty of Pharmaceutical Science	Member
Ms. Ruchi Yadav	Faculty of Nursing and Paramedical Sciences	Member
Dr. Parul Shukla	Non-Teaching Staff	Member
Ms. Reena	Non-Teaching Staff	Member
Mr. Sandeep	Legal/NGO representative experienced in women's rights (not associated with the university)	External Member
Ridhima Johari	Students	Undergraduate Level
Shrishti Gupta		Postgraduate Level
Pranav Gupta		Postgraduate Level

Ok,
Dr. P. K. Rana


Registrar
FUTURE UNIVERSITY
Bareilly

2. Tenure of Members

- All members, except student representatives, shall serve a term of **three (3) years**.
- Student representatives shall serve a **shorter tenure** based on the duration of their academic program.

3. Roles and Responsibilities

A. Complaint Handling

- Receive complaints of sexual harassment from women students and employees.
- Conduct fair and confidential inquiry within **90 days**.
- Submit the inquiry report to the university authorities within **10 days** of completion.
- Recommend appropriate disciplinary actions based on findings.

B. Redressal Recommendations

- Suggest suitable actions such as **warning, suspension, expulsion, or termination**.
- Ensure **non-retaliation** and **protection** of complainants and witnesses.

C. Prevention and Awareness

- Organize regular **workshops, seminars, and awareness programs** on gender sensitization and POSH provisions.
- Ensure prominent display of information related to the **POSH Act** and **UGC regulations** on notice boards and the university website.

D. Reporting Obligations

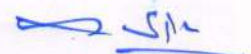
- Submit an **Annual Report** to the university and UGC containing:
 - Number of complaints received
 - Number of complaints resolved
 - Actions taken
 - Details of awareness activities conducted

4. Compliance Requirements

- The **ICC details, contact information, and complaint procedure** must be clearly displayed on the university's **official website**.
- **Non-compliance** with ICC constitution and functioning may result in **UGC sanctions** or **withdrawal of recognition**.

This order shall come into immediate effect and be circulated among all departments and administrative units for necessary awareness and compliance.

Issued with approval of the Competent Authority.


Registrar

Future University, Bareilly

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