

ZENITH INSTITUTE OF PHARMACY

(Under The Zenith Academy Charitable Trust, Registered Under the Indian Trust act 1882)

At -Jhankarpali, Po-Khaliapali, Via-Padampur, Dist-Bargarh, Pin-768036, Odisha, India,

Website- www.zenithpharmacycollege.in, Email id-zenithinstituteofpharmacy@gmail.com

Mob-683864655/9437051364/9937700281

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Date: 10/10/2025


Internal Complain Committee (ICC)

The Internal Complaints Committee (ICC) was established in accordance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and the UGC (Prevention, Prohibition and Redressal of Sexual Harassment of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015 to handle complaints pertaining to sexual harassment at work.

The ICC comprises of the following members:

1. Miss. P.Behera, Chairperson
2. Mr.T. Panda, Member
3. Mr. M.Panda, Member
4. Mr. A. Swain, Lab Asst. Special Invitee

In order to determine whether the accusations are true, the ICC will perform a preliminary investigation after receiving a complaint. This will involve gathering documentary evidence and recording the testimony of any potential witnesses, including the complainant. Together with all the original documents presented during the preliminary inquiry processes, ICC will subsequently deliver the preliminary inquiry report to the Director or Disciplinary Authority. If the accusations do not fall under the category of sexual harassment, the ICC may forward the complaint to the Grievance Redressal cell. The ICC Chairperson will accept any sexual harassment accusations on the organization's behalf and oversee the ICC's discussions of the allegations.


Principal
Zenith Institute of Pharmacy
Zenith Institute of Pharmacy
PRINCIPAL

