

OFFICE ORDER

The Internal Complaints Committee is hereby constituted as per provisions of the Sexual Harassment of Women at Workplace (prevention, prohibition and redressal) Act 2013 ICC shall come to force w.e.f 13th May 2019 for a period of three years. The ICC shall function in accordance with the provisions of the Sexual Harassment of Women at Workplace (prevention, prohibition and redressal) Act 2013. This ICC will look into complaints pertaining to all offices and all employees of Gram Vikas, as defined by the Gram Vikas Employees Manual.

The terms of reference and procedures for handling of complaints as provided in Section 18 of the Gram Vikas Employees Manual shall also be followed. Nothing said in the Manual shall overrule or be in violation of and in case of any such conflict, the provision of the Sexual Harassment of Women at Workplace (prevention, prohibition and redressal) Act 2013 shall prevail.

This Order shall form part and parcel of the Gram Vikas Employees Manual, as referred to in Clause 97 of the Employees Manual.

The Presiding Officer & Members of the ICC are as follows:

#	Name	Designation
1	Ms. Urmila Senapati	Presiding Officer
2	Ms. Sangita Patra	Member
3	Ms. Srilata Kumary Satapathy	Member
4	Mr. Ashutosh Bhat	Member
5	Ms. Amrita Patel	Member, External



Liby T Johnson
Executive Director