



P.K. UNIVERSITY
SHIVPURI (M.P.)

University Established Under section 2f of UGC ACT 1956 Vide MP Government Act No 17 of 2015

Ref No. PKU/EST/F28/Comm/2026/RO-PKU ALL/1502

Date: 01.07.2026

INTERNAL COMPLAINTS COMMITTEE (ICC)

UGC Guidelines for the Establishment of the Internal Complaint Committee

As per the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and the UGC (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015, every Higher Educational Institution is required to constitute an Internal Complaints Committee (ICC). Further, the University Grants Commission (UGC) has directed Higher Educational Institutions to maintain and update the details of the Internal Complaints Committee (ICC), annual reports, and compliance-related information on the UGC SAKSHAM Portal from time to time.

OBJECTIVES:

The primary objective of the ICC is to ensure a safe, secure, and gender-sensitive environment for women employees and students of the University and to address complaints relating to sexual harassment in accordance with the prescribed rules and regulations. University Grants Commission (UGC) believes that a safe and healthy environment in Higher Educational Institutions (HEIs) for women students and employees is a necessary prerequisite to quality education and research. UGC, in its commitment towards this, has undertaken several initiatives through the provision of various fellowships, scholarships, support to institutions for capacity expansion and empowerment of women. As an extension of its existing initiatives, UGC has developed SAKSHAM which is a dynamic portal that aims towards empowerment of women in campuses through creating awareness on:

1. Opportunities and initiatives in HEI for women
2. Support and redressal mechanism for students and employees of HEIs
3. Web resources in the form of Government and United Nations policy documents for women

HELPLINE NO FOR PREVENTAION OF SEXUAL HARASSMENT : 1800111656
EMAIL ID : gssec.ugc@nic.in

ADD: VIL: THANARA, TAHSIL KARERA, NH-27, DIST: SHIVPURI, M.P.-473665,
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REGISTRAR
P. K. University
Shivpuri (M P)



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TENURE: The tenure of the Committee shall be **three years** from the date of issue of this order or until further orders, whichever is earlier.

MEMBER APPOINTMENTS: As per the guidelines of UGC Regulations (2015) and the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, an Internal Complaints Committee (ICC) is hereby constituted in the University. Following member are appointed as member of committee constituted at the campus. The following will work till further order:

S.No.	Member Name	Designation	Mail ID's
1	Dr. Monika Tripathi	Chairperson	csdepartmentpku1@gmail.com
2	Dr. Aiman Fatma	Member	deanacademicspku@gmail.com
3	Dr. Mahalaxmi Johri	Member	arts.pkuniversity001@gmail.com
5	Mrs. Madhu Sharma	Member	roffice.pku@gmail.com
6	Ms. Prakamya Maheshwari	External Member	Legal Expert, Chandigarh High Court.

Note: All the work related to ICC will be looking after by Chairperson of the committee.

Functions and Responsibilities:

1. Receive and inquire into complaints of sexual harassment from employees and students.
2. Conduct proceedings in a fair, impartial, and confidential manner.
3. Recommend appropriate action based on the findings of the inquiry.
4. Organize awareness, sensitization, and capacity-building programmes on gender equality and prevention of sexual harassment.
5. Submit periodic reports to the University authorities as prescribed under the Act and UGC Regulations.
6. Ensure compliance with all provisions of the Sexual Harassment of Women at Workplace Act, 2013 and UGC Regulations.

Handwritten signature
01/07/26
Registrar
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P. K. University
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