

## **Internal Complaint Committee (ICC)**

The Narayan School of Law (NSL), Gopal Narayan Singh University (GNSU) upholds the principle of equal opportunity, dignity, and respect for all. While we strive to maintain a congenial and inclusive academic and professional environment, we also recognize the importance of having a formal redressal mechanism in place to address issues related to sexual harassment. NSL follows a Zero Tolerance Policy towards sexual harassment in any form.

NSL has constituted an Internal Complaints Committee (ICC) in accordance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, and as per the UGC (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015.

The ICC ensures that any complaint involving unwelcome behavior—such as physical contact or advances, demands for sexual favours, sexually coloured remarks, or any other verbal, non-verbal, or physical conduct of a sexual nature—is taken seriously and addressed promptly, fairly, and confidentially.

### **Objectives of the ICC**

- To prevent sexual harassment in the college by promoting awareness and sensitivity among students, faculty, and staff.
- To ensure a safe and dignified workplace and learning space that respects the rights of all, regardless of gender.
- To provide a fair, confidential, and accessible mechanism for redressal of complaints related to sexual harassment.
- To uphold the principles of gender equality and justice through impartial inquiry and timely resolution of grievances.
- To organize awareness and sensitization programmes on issues related to gender, sexual harassment, and women's rights.

### **Who can approach the ICC**

Any aggrieved woman who experiences sexual harassment in the college or during any college-related activity can file a complaint with ICC. This includes:

- Women who are employees of the institution. (Teaching and Non-Teaching)
- Students enrolled at the college.
- Visitors to the college campus.

#### **Contact:**

Dr. Narmada Singh, Assistant Professor, NSL, GNSU (Chairperson): 9801365489

Any student / teaching staff / non-teaching staff who wish to file a sexual harassment complaint can contact any member of the Internal Complaint Committee.

OR

**Email us at [iic.nsl@gnsu.ac.in](mailto:iic.nsl@gnsu.ac.in)**



Ref No: GNSU/NSL/26/71

Date 08.04.2026

## OFFICE ORDER

**Subject:** Re-Constitution of Internal Complaint Committee at Narayan School of Law (NSL), Gopal Narayan Singh University (GNSU), Jamuahar, Sasaram Bihar.

In compliance with the guidelines of the University Grants Commission (UGC) and Bar Council of India the Narayan School of Law hereby constitutes the Internal Complaint Committee with the following members:


The Internal Complaint Committee			
Sl. No.	Name	Designation	Mobile/Email
1	Dr. Narmada Singh, Assistant Professor, NSL, GNSU	Chairperson	Mobile No.:9801365489, Mail: narmada.singh@gnsu.ac.in
2	Dr. Simal Kumar Singh, Assistant Professor, NSL, GNSU	Member	Mobile No.: 7827376036 Mail: simal.singh@gnsu.ac.in
3	Ms. Bhavya Rani Assistant Professor, NSL, GNSU	Member	Mobile No.: 8579851485, Mail: bhavya.rani@gnsu.ac.in
4	Ms. Tripti Satya, Computer Operator, NSL, GNSU	Member	Mobile No.: 9234753135, Mail: tripti.satya@gnsu.ac.in
5	Ms. Khushi Kumari (Student Representative)	Member	Mobile No.: 7645873307, Mail: khushikr8969@gmail.com
6	Md. Sarfaraj Ahamad, Student Representative	Member	Mobile No.: 8235081917, Mail: sarfaraj500786@gmail.com
7	Ms. Ayushi Sinha, Student Representative	Member	Mobile No. 9508525003, Mail: ayushisinha744@gmail.com
8	Dr. Lokesh Chand, Assistant Professor, NSL, GNSU	Member Secretary	Mobile No. 9838475266 Mail: lokesh.chand@gnsu.ac.in


### Powers and Duties of the Internal Complaint Committee (ICC)

- To ensure a safe, inclusive and gender-sensitive environment within the institution.
- To create awareness and promote gender justice and equality.
- To organise sensitisation programmes such as workshops, seminars and awareness activities.
- To take cognisance of complaints relating to sexual harassment and gender-based grievances.
- To conduct fair and impartial inquiries in accordance with the principles of natural justice.
- To provide assistance, redressal and support to the aggrieved person.
- To recommend appropriate disciplinary action against the respondent, where necessary.
- To facilitate medical, legal, or police intervention with the consent of the complainant.
- To arrange psychological, emotional and security support for the aggrieved person, as required.

### Copy to:

- The Registrar, for kind information
- Copy to all Committee Members
- Copy to Website Developer for Upload on Website
- Copy for Notice Board
- Office File

  
08/04/2026  
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