



IIM

भारतीय प्रबंध संस्थान विशाखपट्टणम
Indian Institute of Management Visakhapatnam

Ref. No. Dir/55/2025

14-10-2025

OFFICE MEMORANDUM
(Re)Constitution of Internal Complaints Committee

Further to the OM on the subject dated 27-06-2024 the Internal Complaints Committee (ICC) of the Institute under "The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013" and "University Grants Commission (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015" is reconstituted as follows:

Name / Designation / Organization	Role on the ICC
1. Prof. Bishakha Majumdar, IIM Visakhapatnam (IIMV)	Presiding Officer
2. Lt Cdr Kusum Yadav, IN (Retd.) Deputy General Manager, Hindustan Shipyard Ltd. (HSL) Presiding Officer, Internal Complaints Committee, HSL	Member
3. Ms. K B N Manimala CEO, Simadri Surya Eye Hospital, Nabrangpur [As per Section 4(2)(c) of the Act]	Member
4. Prof. Prince Doliya, Asst. Professor, IIMV	Member
5. Prof. T Sunitha, Asst. Professor, IIMV	Member
6. Senior Library and Information Officer, IIMV	Member
7. Chief Administrative Officer (HR), IIMV	Member-convener
8. Student Representatives i. 2 students from PGP 1 (one Male and one Female) ii. 2 students from PGP 2 (one Male and one Female)	

1. In the absence of the Presiding Officer or any Member of the Committee, the Director shall nominate a substitute.
2. The student representatives shall be nominated by the Student Affairs Council, elected through a transparent democratic process. These student representatives shall be invited to assist the ICC in its proceedings, when the matter involves students, as deemed appropriate.
3. The Presiding Officer may also invite the Student Counsellor for any meeting for consultation, as deemed appropriate.
4. A copy each of the cited Act, Regulations and Handbook issued by the Ministry of Women and Child Development, Govt. of India, are attached.
5. The Committee shall act in accordance with the provisions of the Act; Regulations; the guidelines contained in the Handbook; and the amendments thereto, for the time being in force.
6. External members and invitees may be paid Sitting Fee as per Institute norms.
7. The Committee comes into effect immediately and will remain in force until further orders.

14.10.25

Prof. M Chandrasekhar
Director

The Presiding Officer & Members of the ICC

Cc:

1. The Dean (Administration)
2. The President (SAC)
3. All Teaching and Non-Teaching Staff
4. Website

Indian Institute of Management Visakhapatnam

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