

OFFICE OF THE PRINCIPAL : NARAYANI INSTITUTE OF ENGG. & TECHNOLOGY :
Arahat, Banarpal, Angul - 759128

OFFICE ORDER NO. 313 /DATE: 06.11.2025

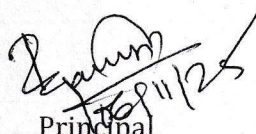
In compliance with the instructions of National Commission for women and guidelines issued in implementation of the directives of Hon'ble Supreme Court Judgement dated 13th August, 1997 on the subject of sexual harassment of women in the workplace, Internal Complaint Committee of Narayani Institute of Engineering & Technology, Angul is hereby re-constituted with following members for redressing the complaints of sexual harassment of women working in the Institute.

| Sl.No | Name and designation | Position in the committee |
|-------|---|---------------------------|
| 1 | Mrs. Rasmitabala Garnaik, Principal, Narayani Institute of Engineering & Technology, Angul | Chairman |
| 2 | Mrs. Swarna Prava Singh, Senior Lecturer, Comp. Sc. Engg., Narayani Institute of Engineering & Technology, Angul | Convener |
| 3 | Mr. Ruchir Mohan Samal, Lecturer in Electrical Engg., Narayani Institute of Engineering & Technology, Angul | Member |
| 4 | Mrs. Jyoshnamayee Pradhan, Lecturer in Mathematics, Narayani Institute of Engineering & Technology, Angul | Member |
| 5 | Mrs. Allina Sahoo, Lecturer in Chemistry, Narayani Institute of Engineering & Technology, Angul | Member |
| 6 | Mr. Suresh Chandra Kar, Head Clerk, Narayani Institute of Engineering & Technology, Angul | Member |
| 7 | Mr. Bishikeshan Biswal, Accountant, Narayani Institute of Engineering & Technology, Angul | Member |
| 8 | Miss. Mamali Behera Student 2 nd year, Civil Engineering | Member |
| 9 | Miss. Bhagabati Naik Student 3 rd year, Civil Engineering | Member |
| 10 | Miss. Liza Mahanta Student 1 st year, Mining Engineering | Member |

Roles and responsibilities:

1. Prevent discrimination and sexual harassment, by promoting gender amity among students and employees.

2. Make recommendations to the management for changes/elaborations in the Rules for students in the Prospectus and the Bye-Laws, to make them gender just and to lay down procedures for the prohibition, resolution, settlement and prosecution of acts of discrimination and sexual harassment, by the students and the employees.
3. Deal with cases of discrimination and sexual harassment against women, in a time bound manner, aiming at ensuring support services to the victimized and termination of the harassment.
4. Recommend appropriate punitive action against the guilty party to the Management. Here it should be noted that according to the Supreme Court guideline Sexual harassment can be defined as "unwelcome" sexually determined behavior (whether directly or by implication) as:
 - a) Physical contact and advances
 - b) Demand or request for sexual favors
 - c) Sexually colored remarks
 - d) Showing pornography and
 - e) Other unwelcome physical, verbal or non-verbal conduct of a sexual nature. etc



Principal

Narayani Institute of Engineering & Technology, Angul

**NARAYANI INSTITUTE OF ENGG. &
TECHNOLOGY, ARAHAT, ANGUL**

Copy to :

1. Person concerned
2. Director, DTET, Cuttack
3. Vice- Chairman, SCTE&VT
4. AICTE, new Delhi
5. Govt. of Odisha, SDTE
6. Guard File, N.I.E.T. Angul

For information and necessary action