



FUB/2025-26/R.O./670

Date : 20/05/2026

OFFICE ORDER

Constitution of Internal Complaints Committee (ICC) – As per UGC and POSH Act Norms

In accordance with the University Grants Commission (UGC) Regulations titled “Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions, 2015”, and the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH Act), Future University, Bareilly hereby reaffirms the reconstitution of its Internal Complaints Committee (ICC).

The ICC is a legally mandated body responsible for addressing complaints related to sexual harassment against women employees and students within the university and ensuring a safe and gender-sensitive environment on campus.

1. Composition of the ICC

Name	Designation	Position in Committee
Dr. Nidhi Yadav	Associate Professor, Faculty of AYUSH	Chairperson
Dr. Ashish Chauhan	Chief Proctor	Member
Mr K P S Chauhan	Registrar	Member
Ms. Deepika Mishra	Faculty of Engineering and Technology	Member
Ms. Mansi Mishra	Faculty of Pharmaceutical Science	Member
Ms. Mamta Phulera	Faculty of Education	Member
Dr. Parul Shukla	Non-Teaching Staff	Member
Ms. Hina Khan	Non-Teaching Staff	Member
Mr. Sandeep	Legal/NGO representative experienced in women's rights (not associated with the university)	External Member
Ridhima Johari	Students	Undergraduate Level
Shrishti Gupta		Postgraduate Level
Pranav Gupta		Postgraduate Level


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2. Tenure of Members

- All members, except student representatives, shall serve a term of three (3) years.
- Student representatives shall serve a shorter tenure based on the duration of their academic program.

3. Roles and Responsibilities

A. Complaint Handling

- Receive complaints of sexual harassment from women students and employees.
- Conduct fair and confidential inquiry within 90 days.
- Submit the inquiry report to the university authorities within 10 days of completion.
- Recommend appropriate disciplinary actions based on findings.

B. Redressal Recommendations

- Suggest suitable actions such as warning, suspension, expulsion, or termination.
- Ensure non-retaliation and protection of complainants and witnesses.

C. Prevention and Awareness

- Organize regular workshops, seminars, and awareness programs on gender sensitization and POSH provisions.
- Ensure prominent display of information related to the POSH Act and UGC regulations on notice boards and the university website.

D. Reporting Obligations

- Submit an Annual Report to the university and UGC containing:
 - Number of complaints received
 - Number of complaints resolved
 - Actions taken
 - Details of awareness activities conducted

4. Compliance Requirements

- The ICC details, contact information, and complaint procedure must be clearly displayed on the university's official website.
- Non-compliance with ICC constitution and functioning may result in UGC sanctions or withdrawal of recognition.

This order shall come into immediate effect and be circulated among all departments and administrative units for necessary awareness and compliance.

Issued with approval of the Competent Authority.



Registrar

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