



Subject: Constitution of Internal Complaints Committee (ICC) at BITS Design School

BITS Design School is committed to making its campus safe for all employees and students and ensure safety and well-being of all members of the BITS Design School community. In pursuance to the UGC (*Prevention, Prohibition of and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions*) Regulation 2015 notified on 2nd May 2016, an Internal Complaints Committee (ICC) has been constituted at BITS Design School.

Members of the ICC at BITS Design School are listed below:

Sr.No	Name	Designation	Status
1	Ms Khushboo Jogani	Associate Professor	Presiding Officer
2	Ms Sonal Godhania	Head Programs	Member
3	Mr Mandar Kale	Professor	Member
4	Ms Anisha Malhotra	Associate Professor	Member
5	Ms Lakshmi Srinivasan	Assistant Professor	Member
6	Dr Deepa Soman	Representative of NGO	External Member
7	Mr.....	Student Representative	Member (TBD)
8	Ms.....	Student Representative	Member (TBD)
9	Ms.....	Student Representative	Member (TBD)

Administrative support to the ICC will be provided by Ms. Thara Krishnan
Student members are mandatory in ICC matters that involve a student. The ICC will be functional for a period up to 30th June 2026. The ICC will deal with cases of sexual harassment against students, staff, and faculty members. In dealing so, the ICC shall comply with the procedure prescribed in the UGC POSH Regulation 2015 for making a complaint and initiating an inquiry. The ICC Members are urged to familiarize themselves with the relevant regulations. If you are a victim of sexual harassment or perceive yourself to be one, then immediately contact any member of the ICC, verbally, in writing, or via email to program.team@bitsdesign.edu.in
ICC shall ensure that the complaint is kept confidential, and adequate protection is provided to the complainant, where necessary.