

Office Order**Internal Complaints Committee (ICC) for
Academic Year 2025-26**

DOC: GE/HE/DG
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REV: -
DATE: 12 Nov 25
PAGE: 1 of 2

Principal GCAD, Principal GIET, Principal GCP

1. Reference:

(a) Sexual Harassment of Women employees & Students at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

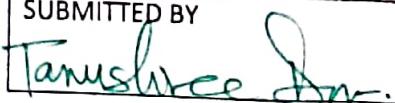
(b) AICTE Notification No. FAICTE/WH/2016/01 dated 10 June 2016 (Gender Sensitization, Prevention and Prohibition of Sexual Harassment of Women employees. and Students and Redressal of Grievances in Technical Institutions), Regulations, 2016.

2. Gateway Education has ZERO tolerance policy against sexual harassment. The Internal Complaints Committee (ICC) is hereby reorganized according to the norms specified in the Act, 2013 & Regulations, 2016 (References (a) & (b) above) as under: -

Internal Complaints Committee (ICC)

S.No	Name	Nomination Type	Appointment	Contact
1	Ms. Tanushree Das (GCAD)	Chairperson Faculty Representatives	Members	9671730723
2	Ms. Sunita Saini (GIET)			9896313278
3	Ms. Rachna Dhaka (GIET)			9467483831
4	Mr. Devender Chauhan			9034606229
5	Ms. Aruna Kapoor (GIET)			9896403855
6	Mr. Ajay Goel (GIET)			9592617061
7	Ar. Disha Biswas			6283476458
8	Ms. Geeta Kukreja (GIET)			9999574806
9	Mr. HS Gandhi (GCAD)			8168269166
10	Mannat (GCAD)			9254151444
11	Piyush Pandey (GIET)			9518452270
12	Tanya (GCP)			9896946155
13	One member from amongst Non-Government Organization or Associations committed to the cause of women or a person familiar with the issues relating to sexual harassment	On receipt of the complaint, the said member by name would be nominated by the Executive Authority based on his/her availability		

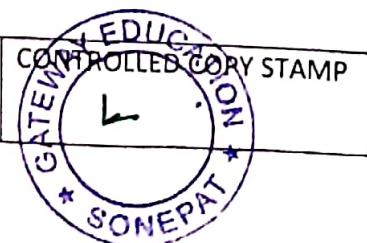
SUBMITTED BY



APPROVED & ISSUED BY

12 Nov 25

Dr. (Col) A Garg
Director General
Gateway Education



3. Roles and Responsibilities (ICC)

(a) To deal with complaints received from women employees and students. Based on the complaints, ICC shall carry out an enquiry, attempt to resolve the problem through counseling, recommend appropriate punitive action against perpetrators to the competent authority and provide assistance to the victims. The issues shall be dealt with diligence and with due confidentiality.

(b) To act as Inquiry Authority on a complaint of sexual harassment.

(c) To ensure that complainant and witnesses are not victimized or discriminated against because of their complaint.

(d) To address issues concerning women's specific needs at the workplace.

(e) To organize various activities such as lectures and discussions promoting gender equality and gender amity.

(f) To take proactive measures towards sensitization of all those, whose workplace is Gateway Education on the rules of Sexual Harassment of Women employees & Students at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

(g) The detailed modalities are covered under AICTE Notification No. F.AICTE/ WH/ 2016/01 dated 10th June 2016 (Gender Sensitization, Prevention and Prohibition of Sexual Harassment of Women employees and Students and Redressal of Grievances in Technical Institutions), **Regulations, 2016**

4. The committee will be responsible for redressal of complaints and take proactive measures to exterminate the problem. The Chairperson & every member of ICC shall hold office for a period not exceeding than a year or as specified by the undersigned.

5. The above Committee will be responsible to the Director General with immediate effect and submit a monthly report to his office on 1st of every month in the format attached.

6. This Office Order supersedes Office Orders No. GE/HE/DG OFFICE/2025/131 dated 20 Aug 25.

Dr. (Col) A Garg
Director General

Encl: As above

Distribution: Chairperson-ICC, All concerned members-ICC

Distribution: Principal GCAD, Principal GIET, Principal GCP, Director Admissions & Placements, Dean Academics, Dean R&D, Dean SW, HoD DCS, HoD DMS, HoD DCA, Head IIC & E, Head Consultancy Cell, Head Admin & EEM Cell, Registrar, Head HR, Head ITS, Estate Officer & Head Maintenance, Head Purchase, Head AS&H, COE, IQAC Coordinator and All Teaching & Non-Teaching Staff

Copy to: Chairman, Executive Chairman & Executive Directors

SUBMITTED BY

Principal
Gateway College of Architecture & Design
Sector-11, Sonepat-131001 (Haryana)

APPROVED & ISSUED BY

Dr. (Col) A Garg
Director General
Gateway Education

