



ACROPOLIS
Enlightening wisdom

ACROPOLIS INSTITUTE OF MANAGEMENT STUDIES AND RESEARCH
(Runby:TeachforIndiaEducationandResearchSamiti
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OFFICE ORDER – INTERNAL COMPLAINT COMMITTEE – 2025-26

CH - 1/8/25

Subject: Constitution of Internal Complaint Committee Session 2025-2026

The **Internal Complaint Committee** will look after the affairs related to grievances of female staff, if and when raised.

It is hereby informed that the **Internal Complaint Committee** will convene in the month of August 2025 for the academic session 2025–2026 as per IIC norms

The committee comprises of the following members:

S.No.		Name of Members	Contact No.	Email Id	Post
1	Presiding officer	Dr. Neetika Jain	9754543604	neetikajain@acropolis.edu.in	Chairman
2	Six Faculty members	Dr. Pragya Goyal	7999768693	pragyagoyal@acropolis.edu.in	Member
		Ms. Isha Dave	9340589976	ishadave@acropolis.edu.in	
		Dr. Shahina Qureshi	9907327773	shahinaqureshi@acropolis.edu.in	
		Mr. Ambarish Bapat	9826289882	law.ambarishbapat.acropolis.edu.in	
		Ms. Subhi Joshi	8770912171	subhijoshi@acropolis.in	
		Dr. Klinsa Kurien	9849585125	klinsakurien@acropolis.edu.in	
3	One non-teaching employee	Ms. Priya Pahuja	7415403432	priyapahuja@acropolis.edu.in	Member Secretary
4	A member from NGO or a person familiar with sexual harassment issues	Ms. Vaishali Pare	7000544991	udaan4indiaa@gmail.com	NGO Representative
5	Three Student nominees (if the matter involves students)	Ms. Radhika Joshi	9111711057	radhikajoshi.bcom23@acropolis.edu.in	Member
		Mr. Rajvardhan Singh Goud	9993664329	rajvardhangoud.bcomp21@acropolis.edu.in	
		Mr. Shivam Choudhary	9179047089	Shivamchoudhary.bcom23@acropolis.edu.in	

Rajesh
Principal

Acropolis Institute of Management
Studies & Research, Indore (M. P.)



On receipt of a complaint, the ICC shall conduct a preliminary enquiry so as to ascertain the truth of the allegations by collecting the documentary evidence as well as recording statements of any possible witnesses including the complainant.

ICC shall then submit the preliminary enquiry report to the Principal, along with all the original documents adduced during the preliminary enquiry proceedings. In case the allegations are not in the nature of sexual harassment, the ICC may refer such complaints to the Grievance Redressal Cell or to the Principal.

Where sexual harassment occurs as a result of an act or omission by any third party or outsider, the ICC shall take all steps necessary and reasonable to assist the affected person in terms of support and preventive action

The ICC shall comply with the procedure prescribed in the aforementioned UGC Regulations 2015 and the Sexual Harassment Act for inquiring into the complaint in a time bound manner.

If the ICC concludes that the allegations made were false or malicious, or the complaint was made knowing it to be untrue or forged, or misleading information has been provided during the inquiry, the complainant shall be liable to be punished as per the relevant provision of the aforementioned UGC Regulations 2015.

The Member Secretary, ICC shall receive the written complaints of sexual harassment, if any, on behalf of ICC and shall coordinate the deliberations of the ICC on the complaints received

Who can approach ICC for help?

Any female employee (faculty member, student or non-teaching staff member) of Acropolis Institute of Management studies & Research can seek redressal from the ICC.

Definition of Sexual Harassment:

"Sexual harassment" includes any unwelcome sexually inclined behavior, whether directly or indirectly, such as:

- a) Physical contact and advances
- b) A demand or request for sexual favours
- c) Making sexually colored remarks (including jokes)
- d) Showing pornography (books, photographs, paintings, films, pamphlets, packages, etc. containing 'indecent representation of women')
- e) Any other unwelcome physical, verbal or non-verbal conduct of sexual nature. Under the Act, the following also count as sexual harassment:
 - a) Implied or explicit promise of preferential treatment in her employment.
 - b) Implied or explicit threat of detrimental treatment in her employment
 - c) Implied or explicit threat about her present or future employment status
 - d) Interference with her work or creating an intimidating or offensive work environment for her

Rajeev
Principal