

**Ref. No :** MSU/RO/REG/355/2025

**Date :** 29<sup>th</sup> December 2025

**Read:**

1. University Grants Commission (Prevention, prohibition, and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015
2. Office Order No: MSU/ADM/DR/004 dated: 07/08/2024

**Subject: Internal Complaints Committee of the Medhavi Skills University, Sikkim - reg.**
**OFFICE ORDER**

Internal Complaints Committee constituted vide Office Order No: MSU/ADM/DR/004 dated 07/08/2024 is partially modified. Accordingly, Internal Complaints Committee with immediate effect, will be as under:

<b>Sr. No.</b>	<b>Particulars</b>	
<b>As per section 4(2)(a)</b>		
<b>1.</b>	<b>Dr. Monica Pandey</b> Associate Dean	Presiding Officer
<b>As per section 4(2)(b)</b>		
<b>2.</b>	<b>Ms. Anupama Moirangthem</b> Assistant Professor	Member
<b>3.</b>	<b>Mr. Prasant Chettri</b> Manager - Operations	Member
<b>4.</b>	<b>Ms. Annu Sharma</b> HRBP	Member
<b>5.</b>	<b>Ms. Yangtsola Lama</b> Assistant Director- - Student Support and Administration	Member
<b>As per section 4(2)(d)</b>		
<b>6.</b>	<b>Dr. Ruma Gomes</b> President-National Human Rights And Corruption Prevention Organization	External Member
<b>7.</b>	<b>Ms. Bhagawati Panthi</b> Sr. Manager – Human Resources	Member Secretary

No woman shall be subjected to sexual harassment at any workplace.

"Sexual Harassment" includes any one or more of the following unwelcome acts or behavior (whether directly or by implication) namely:

- i. physical contact and advances; or
- ii. a demand or request for sexual favours; or
- iii. making sexually coloured remarks; or
- iv. showing pornography; or
- v. any other unwelcome physical, verbal or non-verbal conduct of sexual nature.

The following circumstances, among other circumstances, if it occurs, or is present in relation to or connected with any act or behavior of sexual harassment may amount to sexual harassment:

- i. implied or explicit promise of preferential treatment in her employment; or
- ii. implied or explicit threat of detrimental treatment in her employment; or implied or explicit threat about her present or future employment status; or

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**(Estd. under the MSU Act, Sikkim 2021)**

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Bermiok Campus: Ratamatey Thangsing, Barnyak-Barthang GPU, Bermiok, West Sikkim – 737113


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- iii. interference with her work or creating an intimidating or offensive or hostile work environment for her; or
- iv. humiliating treatment likely to affect her health or safety.

It shall be the responsibility of the Committee to follow the norms provided under the UGC Regulations, 2015.

An aggrieved person is required to submit a written complaint to the ICC within three months from the date of the incident and in case of a series of incidents within a period of three months from the date of last incident.

Presiding Officer, ICC shall see that annual report is submitted on relevant portal for each year. This ICC shall also function as Gender Sensitization Cell. Activities for the same may be organized during the year and shall see workshop/lecture on gender sensitization as well as prevention of sexual harassment is organized during the orientation week

This issues with approval of competent authority. This will supersedes all previous order of same kind.




**Registrar (I/c)**

**To,**

Above mentioned members of ICC

**Copy To:**

1. PA/PS to Hon'ble Chancellor/Pro-Chancellor, MSU- for kind Information.
2. Pro-Vice Chancellor(s), MSU.
3. All Deputy Registrars/Assistant Registrars, MSU.
4. All HoS/HoDs/PICs, MSU with a request to circulate amongst the concerned.
5. All Sr. Managers/Managers, MSU.
6. IT Section – To upload at university website and ERP.
7. Notice Board.

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