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भारतीय खेल प्राधिकरण SPORTS AUTHORITY OF INDIA
केन्द्रीय सहायक कक्ष-3 बंगलूरु S SOUTH CENTRE BANGALORE

No.SAI/NSSC/PERS/ICC 400/2021
Dated 12th July 2023


OFFICE ORDER NO. 354/2023

Sub: Reconstitution of Internal Complaints Committee (ICC) for issues related to Sexual Harassment of Women employees at work place in r/o SAI Southern Region – reg...
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In supersession of all the earlier orders on the subject mentioned above, the Internal Complaints Committee (ICC) for issues related to Sexual Harassment of women employees working in SAI Southern Region (SAI NSSC & Field Units at Karnataka, Telangana and AP) has been reconstituted keeping in view of the Vishaka guidelines related to tenure of the members, as under: -

S.No.	Name & Designation	
1.	Smt. Ushasri Kaniganti, Scientific Officer	Chairperson
2.	Dr. Praveen Nair, Scientific Officer	Member
3.	Ms. M Prathyusha, Assistant Director	Member
4.	Ms. P.C. Bijili, Swimming Coach	Member
5.	Smt. Chandrakala K., UDC	Member
6.	External Member as per Sec. 4(2) (C) of POSH Act.	Member

- The Internal Complaints Committee will examine the complaints referred to it on the subject and submit its findings/ report to the Competent Authority in a time bound manner in the following prescribed procedures.
- The Internal Complaints Committee will act as the Inquiry Authority appointed by the Disciplinary Authority in cases of sexual harassment by virtue of proviso to Rule 14(2) of CCS (CCA) Rules read with Rule 3-C of the CCS (Conduct) Rules, 1964. The report of the committee will thus be deemed as inquiry report. The disciplinary authority may act on the report in accordance with the rules.
- The internal complaints committee should function strictly according to the guidelines of Ld. Supreme Court in the Vishaka Judgment and must make an annual report to the Competent Authority concerned of the complaints and action taken thereon.
- In addition to the complaints related to sexual harassment, the committee will make itself visible by adopting various preventive mechanisms, creating awareness by organizing training workshops and also deal with matters of general interest to the committee.
- The Internal Complaints Committee has to ensure enough steps are taken to create awareness on the topic, if in case any person approaches any of the committee member, the member is immediately required to inform others. A written complaint is required to be taken from the aggrieved person, necessary action to be taken, preferably to settle the matter through counseling and conciliation as soon as possible. In case the matter is not sorted, inquiry to be conducted and matter to be sorted out within 10 days from the date of complaint. The members to be vigilant all the time and ensure that there is no such incident taking place in campus by creating awareness and having an open dialogue with all inmates/ staff etc.,
- The committee will function within its jurisdiction.


(RITU A. PATHIK)
REGIONAL DIRECTOR I/C.

To
All members of the Committee

Copy to:
The Director (Pers.) , SAI, H.O. - for information
All STCs of SAI SR - for information
Notice Boards/OOF/CF

S. No.	Name & Designation	Acting as	Cell No.	E-mail ID
1.	Smt. Shasri Kaniganti, Scientific Officer	Chairperson	9686419279	ushakaniganti@gmail.com
2.	Dr. Praveen Nair, Scientific Officer	Member	8553715662	praveennair.sai@gmail.com
3.	Ms. M Prathyusha, Assistant Director	Member	7042171186	prathyusha.m@gov.in
4.	Ms. P.C. Bijili, Swimming Coach	Member	8762278826	bijilichandran@gmail.com
5.	Smt. Chandrakala K., UDC	Member	9620959847	chandrakalaprakash77@gmail.com