



LNCT/ICC/2026/01

Date: 10/01/2026

FORMATION OF INTERNAL COMPLAINT COMMITTEE (ICC)

LAKSHMI NARAIN COLLEGE OF TECHNOLOGY, BHOPAL is committed to provide safe academic and working environment to all girl students and its women employees.

As per AICTE Guidelines on Gender Sensitization, Prevention, and Prohibition of Sexual Harassment in Technical Institutions, 2016), an Internal Complaint Committee (ICC) and a special cell is operational in the College.

This committee provides a platform to express their grievances freely without any fear of being victimized. The women employees/ students can raise their grievances through SMS/Call/Email/Letter/ Website. This committee takes the responsibility for ensuring the prohibition and redressal of any kind of women grievances in the institute.

Functions:

The functions of the Internal Complaint Committee (ICC) are as follows:

1. To honor the act and maintain a safe working environment for female employees and female students.
2. To constitute and maintain a cell to deal with the issue of gender-based violence to conduct gender sensitization program.
3. To develop a policy against sexual harassment of women at the Institute.
4. To ensure the implementation of the policy in letter and spirit through proper reporting of the complaints and their follow-up procedures.
5. To promote gender equality and women empowerment in the College.
6. To uphold the commitment of the Institute to provide an environment free of gender-based discrimination.
7. To create a secure physical and social environment to deter any act of sexual harassment.
8. To promote a social and psychological environment to raise awareness on sexual harassment in its various forms.
9. To conduct periodical programs on women empowerment and awareness.

Role & Responsibilities:

1. Prevent discrimination and sexual harassment, by promoting gender amity among students and employees.
2. Make recommendations to the management for changes/elaborations in the Rules for students.
3. Deal with cases of discrimination and sexual harassment against women, aiming at ensuring support services to the victimized and termination of the harassment;

Recommend appropriate punitive action against the guilty party to the Management.

The following behaviors are not accepted:

- a) Physical contact and advances;
- b) Demand or request for sexual favors;
- c) Sexually colored remarks;
- d) Showing pornography;

4. The following is also sexual harassment and is covered by the committee:

- Eve-teasing
- Unsavory remarks,
- Jokes causing or likely to cause awkwardness or embarrassment,
- Innuendos and taunts,
- Gender based insults or sexist remarks,
- Unwelcome sexual overtone in any manner such as over telephone (obnoxious telephone calls) and the like,
- Touching or brushing against any part of the body and the like,
- Displaying pornographic or other offensive or derogatory pictures, cartoons, pamphlets or sayings,
- Forcible physical touch or molestation and
- Physical confinement against one's will and any other act likely to violate one's privacy.
- The Committee shall meet as often as may be needed and appropriate.

The Internal Complaint Committee (ICC) consists of the following members:

| S. No | Name of Department | Designation | Department | Mobile No | Mail Id |
|-------|---------------------|----------------------|---|------------|--|
| 1 | Prof. Monika Kapoor | Presiding Officer | Electronics & Communication Engineering | 9893656454 | monikak@lnct.ac.in |
| 2 | Dr. Manju Khare | Member (Faculty) | Electrical & Electronic Engineering | 8349153354 | manjuk@lnct.ac.in |
| 3 | Dr. Prashant Pandey | Member (Faculty) | Chemistry | 9926509108 | prashantp@lnct.ac.in |
| 4 | Mrs. Rekha Nigam | Member (Social Rep.) | External Member | 8989541400 | rekhanigam110@gmail.com |
| 5 | Mrs. Meenu Gupta | Non-Teaching Staff | Administration | 9009300766 | meenu.lnct@gmail.com |
| 6 | Mrs. Sonali Soni | Non-Teaching Staff | Computer Science Engineering | 8982304884 | sonalis@lnct.ac.in |
| 7 | Bhumi Bansal | Member (Student) | CSE | 9407544909 | Bhumi.bansal.0720@gmail.com |
| 8 | Sanjoli Deshpande | Member (Student) | EC | 9589473470 | deshpandesanjoli@gmail.com |



Principal (LNCT)

Principal
Gandhi Narain College of Technology
BHU/CPAI

Copy to:

1. Office of the Chairman/Vice Chairperson/Secretary
2. Director Administration
3. Director (T&P/Incubation/R&D/ITInfra)
4. Dean Student Welfare
5. HODs (All Departments)
6. Registrar LNCT
7. Notice Board
8. Guard File