



BHAGWANT INSTITUTE OF PHARMACY
17th Milestone Bijnor Delhi Highway, Distt – Muzaffarnagar (U.P.)



Ref.: BIP/PO/06 August/2025/

Date: 06.08.2025

CIRCULAR

**(Constitution of Internal Complaint / Gender Sensitization Committee)
Session: 2025-26**

Regarding Gender Equality and Prevention of Sexual Harassment at Workplace

In compliance with the **University Grants Commission (UGC) Regulations and the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013**, the **Internal Complaint Committee (ICC)** of **Bhagwant Institute of Pharmacy** reiterates its commitment to maintaining a **safe, respectful, and inclusive environment** for all members of the institution, especially women employees and students.

The ICC is constituted to deal with any complaint of **sexual harassment or gender-based discrimination** at the workplace or within the academic campus and to ensure that all grievances are redressed **fairly, confidentially, and promptly**.

The following faculty members have been appointed to this Committee for the academic session:

S.No.	Name	Designation	Mob. No.	Signature
1.	Ms. Anshika Aggrawal	Chairman	8791778189	
2.	Mr. Deepank Raturi	Coordinator	9997367704	
3.	Ms. Khushbu Chaudhary	Member	6399452615	
4.	Ms. Fozia Nassem	Student Representative	9103611053	
5.	Mr. Mukul Kumar	Student Representative	6395891189	

Objectives of the Internal Complaint Committee (ICC):

- To ensure that **no woman is subjected to sexual harassment** in any form—physical, verbal, or psychological—within the institutional premises.

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- To implement and uphold the **principles of gender equality and dignity** in the workplace.
- To create **awareness through seminars, workshops, and sensitization programs** on gender issues, rights, and the redressal process.
- To promote a work and academic environment that fosters **respect, safety, and mutual understanding**.

Our Institutional Commitment:

Bhagwant Institute of Pharmacy stands firmly against any form of **sexual harassment, discrimination, or gender-based injustice**, and has **zero tolerance** for such acts.

We aim to:

- Provide a **gender-sensitive and harassment-free environment** for all.
- Encourage individuals to come forward without fear or hesitation if they face any discomfort, harassment, or mistreatment.
- Ensure that **due process and confidentiality** are maintained while handling complaints.

All students, teaching, and non-teaching staff are hereby informed that any incident of sexual harassment must be **reported immediately** to the Internal Complaint Committee for prompt redressal.


Principal

Principal
Bhagwant Institute of Pharmacy
Bhagwantpuram, Muzaffarnagar (U.P.)

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