

To Whomsoever It May Concern

20 September 2020

The Internal Complaints Committee (ICC) for Dhruvad Sansthan constituted under “THE SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (PREVENTION, PROHIBITION AND REDRESSAL) ACT, 2013” began its proceedings on September 17, 2020. The committee is dutybound to providing a comfortable, safe hearing and fair redressal to all complainants of sexual harassment against any student or staff of Dhruvad Sansthan.

Any complainant may reach the committee through a letter in the form of a PDF document, signed by the complainant and sent to dhrupadsansthan.icc@gmail.com. In hearings with the committee that follow, complainants will be able to exercise their choice to depose before the entire committee or a subset of its members.

The committee encourages complainants who may have expressed their grievances on social forums to register a formal complaint (by e-mail) so that due process of redressal may begin. Reaching out to the committee with a formal complaint will expedite the process in the best interests of the aggrieved. On its part, the committee will act with urgency upon receipt of a complaint.

This committee remains bound by law and committed to the spirit of the law in safeguarding the trust and confidentiality of every complainant.

Sd/-

Presiding Officer

Dr (Ms) Raka Arya