

MANGERAM COLLEGE OF PHARMACY

Formation of the Internal Complaints Committee (ICC)

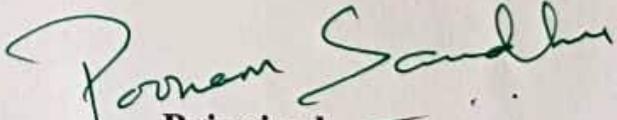
Date: 18 September, 2025

As per the law, it is mandatory for every workplace to have an Internal Complaints Committee (ICC) that would a critical role in prevention, prohibition and redressal of sexual harassment at the workplace. The ICC has a responsibility to establish an effective internal complaints procedure, where:

- Assurance that no victimisation will result from making a complaint.
- Procedure is well documented, available and in accessible formats;
- Members who manage complaints are well trained.
- Assistance is provided in the form of language interpreters as needed for parties to a complaint.
- Ensuring the process is confidential, independent and based on principles of natural justice.
- Ensuring the process has clear timelines.
- All conflicts of interest are managed appropriately.

Formation of the ICC will constitute the following members:

1. Ms. Poonam- 9813184849
2. Mr. Sagar - 8708472347
3. Mr. Sunny - 8930110534
4. Mr. Deepanshu- 8930991017


PRINCIPAL Principal
MANGE RAM COLLEGE
OF PHARMACY