



**INTERNAL COMPLAINTS COMMITTEE**  
**ANNUAL REPORT 2024**

The Internal Complaints Committee (ICC) of **The NorthCap University** is committed to ensuring a safe and harassment-free environment for all employees and students. As per the guidelines of the **Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013 (POSH Act)**, the ICC actively promotes awareness and provides a confidential and impartial platform for addressing grievances.

**The members of ICC are:**

S.No.	Name	Designation	As per UGC
1	Prof. Manjula Batra (Professor in School of Law)	Chairperson	Presiding Officer
2	Dr. Srishti Associate Professor – Dept of Computer Science Engineering	Member	Two Faculty Members
3	Dr. Chand Prakash Assistant Professor - Dept of Management & Commerce	Member	
4	Ms. Neetu Batra (Assistant Registrar)	Member	Two Non- Teaching Employees
5	Ms. Deepika Deswal (Manager – HR)	Member	
6	Ms. Richa Sharma 20CLD001 – Ph.D	Member	Three Students
7	Mr. Paras 22CSP001- PG	Member	
8	Ms. Avantika Shankar 20LLB005 – UG	Member	
9	Prof. Rama Patnayak Prachi Educational Society, New Delhi	External Member	Non-Government Organization

**Complaint Redressal:**

No. of complaints received	No. of complaints disposed off	No. of complaints pending	Action Taken
1	1	Nil	Action taken as per the POSH Act & UGC Guidelines

The ICC conducted a thorough inquiry, following due process, and provided both parties an opportunity to be heard. The matter was disposed of within the prescribed time frame.

*Manjula Batra*

**Prof. Manjula Batra**

**Presiding Officer – Internal Complaints Committee**