



NO. NIIRNCD/Misc./Circular_Office_Order/2026 E-275936

OFFICE MEMORANDUM

Subject: Re-constitution of the Internal Complaints Committee of ICMR-NIHR, Jodhpur as per the Section-4 of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013-Reg.

With the approval of the Competent Authority, the Internal Complaints Committee of ICMR-NIHR, Jodhpur, has been reconstituted to address complaints of harassment of women in the workplace, as per the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. The revised composition of the Committee is as under:

1	Dr Mukti Khetan, Scientist-C, NIHR, Jodhpur	Chairperson
2	Dr. Rina Kumawat, Scientist-C, NIHR, Jodhpur	Member
3	Rakhi Choudhary, Lawyer, Deputy Government Counsel, Rajasthan High Court, Jodhpur	Member
4	Priyanka Jhabak, Trustee of the Mera Gaon Mera Desh, NGO	Member
5	Prof. Tanuj Kanchan, HOD, Forensic Medicine and Toxicology, AIIMS Jodhpur	Member
6	Mr. Sunil Bishnoi, SO, NIHR Jodhpur	Member Secretary

The terms of reference for the Internal Complaints Committee include the following:

- I. The Committee shall maintain a convenient channel of communication such that women can complaint without any undue pressure.
- II. The Committee shall keep its proceedings confidential.
- III. The Committee shall take proactive steps in creating awareness/counselling to aid in the prevention of harassment of women.
- IV. The Committee may invite a female member of student community in case the matter relates to the students (or) a female member of staff in case the matter relates to the staff members.
- V. The Committee shall make and submit an annual report with regards to the complaints and action taken by them. VI. The Internal Complaints Committee (ICC) shall be valid for a maximum period of 03 years from the date of issue of this order.
- VI. Propose any other activity, to prevent harassment at work place.

Sunil Bishnoi
Section Officer
For Director

To :-

1. All Committee Members.

Copy to :-

1. PA to Directorate, NIHR-Jodhpur.
2. Notice Board, NIHR-Jodhpur.
3. IT Section (for uploading on the website), NIHR-Jodhpur.
4. Guard File, Admin Section, NIHR-Jodhpur.
5. Dr. Kanchan Bala, JTO (For Hindi Translation), NIHR-Jodhpur.