



R.B.INSTITUTE OF MANAGEMENT STUDIES (RBIMS)

AN EDUCATIONAL CAMPUS OF PT. R.B.SHASTRI EDUCATION TRUST, AHMEDABAD

APPROVED BY AICTE, GOVT. OF INDIA NEW DELHI & AFFILIATED WITH GTU, AHMEDABAD

Ref: RBIMS/INTERNAL COMPLIAN COMMITTEE/ 2024/ 03

ANNEXURE- 04

Date: 01/01/2024

To ,
All Staff and Students community
RBIMS

SUBJECT :APPOINTMENT OF INTERNAL COMPLAINT COMMITTEE

DEAR ALL,

INTRODUCTION OF INTERNAL COMPLAINT COMMITTEE:

Internal Complaint Committee has been constituted by the Director with the powers vested in him/her by the Governing council of Indira Institute of Management as per the Governing Council meeting held on 30th July 2020 to address Internal Complaint Committee (ICC) activities with the broad purpose of creating a fair workplace with gender equality. The cell is especially created to prevent or deter the commission of acts of gender inequality and sexual harassment and to provide the procedure for the resolution, settlement or prosecution of acts of sexual harassment and gender biases by taking all steps required. Objective of the Committee: To help plan, implement, and monitor the initiatives which would help build an organization without gender biases, inequality and sexual harassment.

Responsibilities of ICC

Every company should have a safe and harassment-free workplace. In the case of the complaint against POSH, the ICC is solely responsible to investigate without being bias. The ICC is required to be vigilant to redress the sexual harassment complaints and resolves the same ASAP. ICC is the sole authority to inquire about the complaints and make efforts to redress the same.

The Complaints of sexual harassment at a workplace corrode the persona of not only the complainant and the accused, but of the company and its goodwill as well.

ESTABLISHMENT OF INTERNAL COMPLAINT COMMITTEE



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Appointment Order Reference Number	Date of Appointment	Name of the Committ ee Member	Profession	Associ ated with	Mobile Number	e-mail address	Designati on	Gender
RBIMS/INTERNAL COMPLIAN COMMITTEE/ 2022/ 03	1/1/2022	PROF.SHIVA LI SHAH	CHIAR PERSON	RBIMS	9924474744	shivalis @rbi.ed u.in	TEACHING FACULTY	FEMALE
RBIMS/INTERNAL COMPLIAN COMMITTEE/ 2022/ 03	1/3/2021	PROF.JANKI PATEL	MEMBER	RBIMS	7016395329	jankipt@ rbi.edu.i n	TEACHING FACULTY	FEMALE
RBIMS/INTERNAL COMPLIAN COMMITTEE/ 2022/ 03	1/3/2021	MS.BINDYA RIBADIYA	MEMBER	RBIMS	9537979032	bindiya @rbi.ed u.in	NON TEACHING FACULTY	FEMALE
RBIMS/INTERNAL COMPLIAN COMMITTEE/ 2022/ 03	1/1/2024	DR.BHUMIK A PUNJABI	MEMBER	RBIMS	9427858730	bhumika p@rbi.e du.in	ASSOCIATE PROFESSOR	FEMALE
RBIMS/INTERNAL COMPLIAN COMMITTEE/ 2022/ 03	1/3/2021	DR.M.D SHARMA	EXTENAL MEMBER	KAILSH HOSPITA L	7838231119	mds_46 @yahoo. com	DOCTOR	MALE

DR.MANISH H VYAS
DIRECTOR
R.B.INSTITUTE OF MANAGEMENT STUDIES

Director
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