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Shree Bankey Bihari Dental College & Research Centre
An Institution with values, character and commitment
(**Run by:** *Shree BankeyBihari Educational Society (Regd.)*

0.5 K.M. Ahead Masuri Canal, N.H. – 24, MASURI – 201302 (GHAZIABAD)
Phone (0120) – 2677813, 2677870

SBBDC/2026/ 728 **Dated : 20.11.2026**

INTERNAL COMPLAINTS COMMITTEE

Subject: Constitution of Internal Complaints Committee under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013

In accordance with Section 4 of the POSH Act, 2013, the following Internal Complaints Committee is hereby constituted for the institution:

1. Dr. Ankita Khare (Presiding Officer)
2. Dr. Saurabh Juneja (Faculty Member)
3. Dr. Saloni Thakur (Faculty Member)
4. Mr. Karunesh Tandon (External Member)
5. Miss. Jyoti (Non- Teaching Member)
6. Mr. Devkant Tyagi (Non- Teaching Member)

The Committee shall discharge its responsibilities in accordance with the provisions of the POSH Act, 2013 and the Rules framed thereunder.

The tenure of the Committee shall be three years from the date of this order, unless otherwise modified in accordance with the Act.

The Committee shall maintain strict confidentiality and follow the prescribed procedures while dealing with complaints.

All departments and employees are directed to extend necessary cooperation to the Committee.

(Management)

Copy to :

1. **Management**
2. **All Committee Members**

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SBBDC/2026/730 **Dated :20.11.2026**

Internal Complaints Committee (ICC)

The following Internal Complaints Committee (ICC) has been constituted at Shree Bankey Bihari Dental College, Masuri, Ghaziabad, to address complaints and grievances relating to sexual harassment at the workplace, in accordance with the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

S.No	Name	Designation	Contact No.
1.	Dr. Ankita Khare	Presiding Officer	9971221783
2.	Dr. Saurabh Juneja	Faculty Member	9540331189
3.	Dr. Saloni Thakur	Faculty Member	8882185615
4.	Mr. Karunesh Tandon	External Member	9810565403
5.	Miss. Jyoti	Non- Teaching Member	8920899702
6.	Mr. Devkant Tyagi	Non- Teaching Member	9634026115

All faculty members, staff members and students are encouraged to freely approach or contact any of the above-mentioned ICC members to report complaints or seek assistance regarding any such matter. All complaints shall be handled with due confidentiality and in accordance with the applicable provisions of the POSH Act, 2013.

[Management]

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SBBDC/2026/ 729 **Dated : 20.11.2026**

NOTICE

PREVENTION OF SEXUAL HARASSMENT AT WORKPLACE AND PENAL CONSEQUENCES

Issued in compliance with Section 19(b) of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013

All faculty members, employees, administrative staff and other persons associated with the institution are hereby informed that sexual harassment of women at the workplace is strictly prohibited under Section 3 of the POSH Act, 2013.

1. Acts Constituting Sexual Harassment

As defined under Section 2(n) of the POSH Act, sexual harassment includes any unwelcome act or behaviour, whether direct or implied, such as:

1. Physical contact and advances.
2. A demand or request for sexual favours.
3. Making sexually coloured remarks.
4. Showing pornography.
5. Any other unwelcome physical, verbal or non-verbal conduct of a sexual nature.

2. Penal and Disciplinary Consequences

Any person found guilty of sexual harassment following an inquiry conducted in accordance with the applicable law may face:

- **Disciplinary action**, including warning, withholding of increments, suspension, termination of employment or other penalties, as permissible under the applicable service rules.
- **Deduction from salary or wages** towards compensation to the aggrieved woman, where lawfully recommended and ordered under Section 13(3)(ii) of the POSH Act.
- **Criminal proceedings and punishment** under the Bharatiya Nyaya Sanhita, 2023, or other applicable laws, where the conduct constitutes a criminal offence.

3. Internal Complaints Committee (ICC)

The institution has constituted an Internal Complaints Committee under Section 4 of the POSH Act, 2013.

Any aggrieved woman may submit her complaint to the ICC in accordance with the provisions of the Act and applicable regulations.

The ICC constitution order containing the names and designations of its members is displayed alongside this notice.

All complaints shall be dealt with confidentially, fairly and in accordance with the applicable statutory procedure.

By Order of the Management

Shree Bankey Bihari Dental College & Research Centre
Ghaziabad, Uttar Pradesh