



KALAM INSTITUTE OF TECHNOLOGY

(Approved by A.I.C.T.E., New Delhi & Affiliated to B.P.U.T., Rourkela, Odisha)

An ISO 9001 : 2008 Certified Institution

KIT Campus : Govinda Vihar, Govindapur, P.O. Laxmipur, Berhampur - 761 003, Dist. Ganjam (Odisha)

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Constitution of Internal Complaint Committee

According to the Constitution of India, Right to Equality is a Fundamental Right that includes the right to equality before law, prohibition of discrimination and equality of opportunities in matters of public employment. Equality between men and women, right to work, to education and to public assistance in case of unemployment, old age, sickness and disablement and provision of just and humane conditions for work and maternity relief, are important Directive Principles of State Policy. Following the 1997 Supreme Court judgment, it has been mandated that it shall be the duty of the Employer to prevent or deter the commission of acts of sexual harassment and to provide the procedures for the resolution, settlement or prosecution of acts of sexual harassment by taking all steps required, and to be proactive by developing a conducive atmosphere on the campus, where all individuals can work safely with dignity.

Complying with the directives of the Kalam Institute of Technology, Women's Protection Cell has been constituted at the college level with the following composition.

Members of the Committee

1. Dr. Pabitra Kumar Tripathy(Principal)	Chairperson
2. Ms. Sucharita Panigrahy(Asst. Prof.)	Member
3. Dr. Ramesh Kumar Behera(Professor.)	Member
4. Ms. Prangya Paramita Mahunta (Asst. Prof.)	Member
5. Ms. Salima Padhi (Asst. Prof.)	Member
6. Mr. Gouri Sankar Patnaik(Asst. Prof.)	Member
7. Ms. Sagarika Patra (Asst. Prof.)	Member

Functions and mandate of the Committee:

- To uphold the dignity of women at KIT
- To facilitate a gender-sensitive and congenial working environment at KIT so that any employee (contractual, casual, temporary and permanent) or student is not subjected to gender-specific discrimination or sexual harassment.
- To ensure that victims and witnesses are not discriminated against because of lodging complaints.
- To take proactive measures to educate the KIT community about gender sensitivity.

Date : 09-01-2026

Dr. Pabitra Kumar Tripathy

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