

**Prof. Debiprasad Mishra, Fellow IIM (A)**  
**Director**



**विकास प्रबंधन संस्थान**  
**Development Management Institute**

Ref: DMIS/Estt./01/14/#0459

10<sup>th</sup> January 2025

**Office Order**

Sub: - Reconstitution of the Internal Committee

The Internal Committee is reconstituted as the following upon the expiry of the extended term of the previous committee.

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| 1. <i>Presiding Officer</i>         | Prof. Dr Shefali Roy, Director, Institute of Public Administration, Patna University |
| 2. <i>Faculty Member - 1</i>        | Prof. Aditi Thakur   |
| 3. <i>Faculty Member - 2</i>        | Prof. Surya Bhushan  |
| 4. <i>Non-teaching employee - 1</i> | Ms. Prabha Kumari  |
| 5. <i>Non-teaching employee - 2</i> | Mr. Md Ehsan Alam  |
| 6. <i>Student Member - 1</i>        | Ms. Mahima Kumari, PDM 10015   |
| 7. <i>Student Member - 2</i>        | Ms. Simran, PDM 11052  |
| 8. <i>Student Member - 3</i>        | Mr. Somnath Khatri, PDM 11053  |
| 9. <i>External Member</i>           | Prof. Dr Sunita Roy, Head, Department of Women's Studies, Patna University           |

Responsibilities of the Internal Committee shall include, but not be limited to:

- Provide assistance if an employee or a student chooses to file a complaint with the police;
- Provide mechanisms of dispute redressal and dialogue to anticipate and address issues through just and fair conciliation without undermining the complainant's rights and minimise the need for purely punitive approaches that lead to further resentment, alienation or violence;
- Protect the safety of the complainant by not divulging the person's identity, and provide the mandatory relief by way of sanctioned leave or relaxation of attendance requirement or transfer to another department or supervisor as required during the pendency of the complaint, or also provide for the transfer of the offender;
- Ensure that victims or witnesses are not victimised or discriminated against while dealing with complaints of sexual harassment; and
- Ensure prohibition of retaliation or adverse action against a covered individual because the employee or the student is engaged in protected activity.

Additionally, and equally importantly advise the Institute, and initiate and implement orientation and training for employees and students to attain a gender-just work and learning environment.

Director

Cc.: Members of the Committee; Chairman, DMI; Office Order File; Notice Board

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विकास प्रबंधन संस्थान

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