



LLOYD SCHOOL OF LAW

ANNUAL REPORT OF:

Name of Committee: Internal Complaints Committee

Academic Year: 2025–26

Institution: Lloyd School of Law

1. Introduction

The institution's Internal Complaints Committee (ICC) was established in compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, with the goal of establishing and upholding a safe, secure, inclusive, and gender-sensitive environment for all students, faculty, staff, and other stakeholders. The Committee is dedicated to maintaining the respect and dignity of every person and making sure that there is no intimidation, harassment, or discrimination in the workplace or in the classroom.

During the Academic Year 2025–2026, the ICC actively worked towards promoting awareness regarding gender equality, prevention of sexual harassment, and the importance of maintaining professional and ethical conduct within the institution. The Committee organized awareness programmes, sensitization activities, and interactive sessions to educate students and staff members about the provisions of the POSH Act and the mechanisms available for grievance redressal.

In accordance with the Act's guidelines, the ICC also made sure that every complaint was handled with the highest confidentiality, objectivity, and tact. Through its preventive and redressal measures, the Committee continued its efforts to build an environment of mutual respect, safety, and empowerment.

The activities, meetings, awareness campaigns, and actions carried out by the Internal Complaints Committee for the Academic Year 2025–2026 are summarized in this Annual Report. It represents the institution's sustained commitment to advancing gender justice, equality, and a healthy academic and professional environment for all.





2. Composition of Committee

Sl. No.	Name	Designation	Role
1.	Dr. Kanan Divetia	Assistant Professor	Presiding Officer
2.	Ms. Radhika Vats	Assistant Professor	Member Secretary
3.	Mr. Navneet Kumar	Assistant Professor	Member
4.	Ms. Shriya Maini	Advocate-on-Record	Member from non-government organisation
5.	Ms. Khushi Tiwari	Student	UG member
6.	Ms. Ishani Srivastava	Student	PG member

3. Objectives & Functions

1. To provide assistance if any employee or student chooses to file a complaint with the police;
2. To provide mechanisms of dispute redressal and dialogue to anticipate and address issues through just and fair conciliation without undermining complaint's rights, and minimize the need for purely punitive approaches that lead to further resentment, alienation or violence;
3. To protect the safety of the complaint 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;
4. To ensure that victims or witnesses are not victimized or discriminated against while dealing with complaints of sexual harassment; and
5. To ensure prohibition of retaliation or adverse action against a covered individual because the employee or student is engaged in protected activity.





4. Meetings Conducted

Provide details in the following format:

Sl. No.	Date	Agenda	Key Discussion Points
1.	20 March 2025	Conduct of awareness programmes for girl students	Various activities that could be organized to make our girl students aware.
2.	31 July 2025	Mid-year review of safeguards and reporting mechanisms	Supervision in common areas, accessibility of complaint channels, sensitization initiatives, continuation of preventive measures.

5. Activities Conducted

Provide details in the following format:

Sl. No.	Date	Activity	Outcome
1.	19 July 2025	Orientation and sensitization programmes for newly admitted students regarding Sexual Harassment prevention policy, institutional policies, and complaint mechanisms.	Students were made aware of institutional expectations and complaint channels.
2.	During the Academic session	Monitoring of common areas, classrooms, corridors, and student activity spaces by the Committee and concerned authorities apart from	Strengthened campus discipline and preventive vigilance.





		Counselling, as and when required.	
3.	On the conclusion of the Academic Year 2025-26	Review meeting for assessment of safeguards and reinforcement of preventive measures.	Continued sexual harassment-free safe environment and improved institutional preparedness.

6. Key Outcomes / Achievements

1. No incident of Sexual harassment was reported during the Academic Year 2025–26.
2. Counselling and Preventive monitoring systems remained effective throughout the session.
3. Students were regularly made aware about institutional norms and complaint procedures.
4. Coordination among committee members and campus authorities remained efficient.
5. A safe and supportive learning environment was maintained across the institution.

7. Feedback

Feedback received during the academic year indicated satisfaction with the Committee's proactive role in maintaining a secure and respectful campus atmosphere. Students appreciated the continued availability of support mechanisms and the awareness measures undertaken by the institution. The Internal Complaints Committee (ICC) Annual Report for the academic year 2025–2026 is comprehensive and reflects the institution's commitment towards maintaining a safe, inclusive, and gender-sensitive environment. The report effectively highlights the activities conducted for awareness generation, sensitisation programmes, and grievance redressal mechanisms in accordance with the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

The committee has demonstrated transparency and accountability in reporting its initiatives, meetings, workshops, and preventive measures undertaken during the year. The inclusion of awareness programmes and outreach activities indicates proactive efforts towards promoting dignity, equality, and mutual respect within the institution.



8. Future Plan

The Internal Complaints Committee (ICC) aims to further strengthen its initiatives for creating a safe, respectful, and gender-sensitive environment within the institution during the forthcoming academic year. The committee proposes the following future plans:



1. To organise regular awareness and sensitisation programmes for students, faculty, and non-teaching staff regarding prevention of sexual harassment and gender equality.
2. To conduct orientation sessions for newly admitted students and newly appointed employees on ICC policies, procedures, and support mechanisms.
3. To enhance outreach activities through workshops, seminars, poster campaigns, and interactive sessions promoting respectful workplace and academic culture.
4. To encourage periodic feedback from stakeholders for assessing the effectiveness of ICC initiatives and improving institutional response mechanisms.
5. To strengthen confidentiality, transparency, and timely redressal processes in handling complaints and related proceedings.
6. To collaborate with external experts, legal professionals, and counsellors for capacity building and awareness programmes.
7. To promote digital dissemination of ICC guidelines, policies, and reporting mechanisms through the institutional website and social media platforms.
8. To undertake continuous review of institutional policies and practices in alignment with statutory provisions and evolving best practices.

9. Conclusion

Even during the Academic Year 2025–26, the Internal Complaints Committee performed its responsibilities diligently and contributed significantly to maintaining a safe, respectful, and gender-sensitive campus environment by handling the cases reported efficiently and timely. Through proper Counselling sessions, preventive vigilance, sensitisation programmes, and regular review of safeguards, the Committee supported student welfare and institutional discipline. The Committee remains committed to strengthening its efforts and sustaining best practices in future academic sessions.

