



NLUM/Estt/ICC-GRM/74/2024/1241

Dated 11th August 2025

NOTIFICATION

In partial modification to the Notification No NLUM/Estt/ICC-GRM/74/2024/838 Dt 28th of June 2024, the Hon'ble Vice-Chancellor is pleased to re-constitute the Internal Complaints Committee (ICC) of the National Law University of Meghalaya under UGC (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Education Institutions) Regulations, 2015 with an inbuilt mechanism for gender sensitization and resolve complaints against sexual harassment.

The members of the Internal Complaints Committee (ICC) are as follows:

Sl No.	Name of the Faculty/Staff	Designation	Committee Designation
1	Dr. S. Erika Assumi	Assistant Professor	Presiding Officer
2	Dr. Umeshwari Dkhar	Assistant Professor	Member
3	Smt. Emma Litting	Assistant Registrar	Member
4	Smt. Idarilang Syiemlieh	Senior Administrative Assistant	Member
5	Dr. Sonali Shinde Tesia	Consultant Psychiatrist	External Member

The term of office of the members of the Internal Complaints Committee shall be valid for a period of six (6) months from the date of issue of this notification. In the event that any order is passed pertaining to the duties of faculty/members/staff prior to the expiry of term mentioned herein, the new notification will prevail.

Term of Reference:

The term of reference which shall govern the Internal Complaints Committee is as follows but shall not be limited to:

1. To provide assistance if an employee or a 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 determining complainant'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 complainant by not divulging the person's identity and provide mandatory relief by way of sanctioned leave or relaxation of attendance requirement or transfer to another department or supervision as required during the pendency of the complaint or also provide for the transfer of the offender.
4. Ensure that victims or witnesses are not victimized or discriminated against while dealing with complaints of sexual harassment.
5. Ensure prohibition of retaliation or adverse action against a covered individual because the employee or the student is engaged in protected activity.
6. The ICC shall, upon receipt of the complaint, send one copy of the complaint to the respondent within a period of seven days of such receipt.
7. The inquiry has to be completed within a period of ninety days from the receipt of the



7. The inquiry has to be completed within a period of ninety days from the receipt of the complaint. The inquiry report, with recommendations, if any, has to be submitted within ten days from the completion of the inquiry to the Executive Authority.
8. **The committee should draft the Prevention of Sexual Harassment (POSH) policy which should be vetted and approved by the council.**
9. **The quorum for the meeting of the Committee requires the presence of all its members.**

Registrar

National Law University Meghalaya

Memo NLUM/Estt/ICC-GRM/74/2024/1241-A

Dated 11th August 2025

Copy to:

1. All nominated members for information and necessary action.
2. All Faculty, Non-Faculty, Students, National Law University of Meghalaya for information.
3. Senior Administrative Assistant, National Law University of Meghalaya for information of the Vice Chancellor.
- ✓ 4. System Analyst, National Law University of Meghalaya for uploading to the website.
5. Office File

Registrar

National Law University Meghalaya