



ICAR - CENTRAL INSTITUTE OF FISHERIES EDUCATION
(Deemed University)
(University under Sec. 3 of UGC Act),
Panch Marg, Off. Yari Road, Versova, Andheri (West), Mumbai 400 061
Tel. No. 022-26361446/7/8, Website : <https://www.cife.edu.in>



F. No. 11(5)/2024/Estt.

Dated 21st May 2025

OFFICE ORDER

The Director, CIFE has constituted the Internal Complaint Committee (ICC) with the following composition :

Dr. Megha Kadam Bedekar HOD, AEHM Division	:	Chairperson
Dr. Arvind A. Sonwane Principal Scientist	:	Member
Head of Office (Admn) CIFE, Mumbai	:	Member
Dr. Manjusha L. Senior Scientist	:	Member
Ms. Chaitali Jadhav Advocate, High Court, Mumbai	:	Outside Member
Mrs. Sanyuja S. Parab Asstt. Administrative Officer	:	Member Secretary

Functions:-

- To investigate reported cases of commission of acts of sexual harassment of women, if any, and submit its report to the disciplinary authority recommending action to be taken against the accused employees.
- To make an annual report to the Ministry about the complaints on sexual harassment of women at workplace and action taken for redressal of complaints.
- To hold regular quarterly meetings even if there are no complaints.
- To review the state of preparedness to deal with complaints and to make all officers fully aware of their responsibilities in this regard.

This supersedes the earlier office order in this regard.

This issues with the approval of the Director.


(Poonam Behl)
Sr. Administrative Officer

Distribution:-

1. Director Cell & Joint Director Cell, CIFE, Mumbai.
2. Ms. Chaitali Jadhav, Advocate, Bar Council of Maharashtra & Goa, High Court, Mumbai
3. All concerned officials.
4. All HoDs & HoRs & OICs of all Regional Centres of CIFE.
5. All the Previous members for information.
6. Comptroller/ Vigilance Officer/Joint Director (OL)/Law Officer
7. SAOs/SF&AO/ PPS /AOs/ All AAOs/AF&AO, CIFE, Mumbai.
8. PS to Joint Director (Admn)
9. Secretary, IJSC, CIFE, Mumbai
10. webmaster@cife.edu.in
11. Guard file.



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F.No.11(5)/2024/Estt.

Dated 8th October 2025

Office Order

In continuation of this office order of even number dated 21st May 2025, the Competent Authority has included following three Student Members in the Internal Complaint Committee (ICC) of this Institute:

- | | | |
|--|---|----------------|
| 1. Ms. G. Sravani,
Vice President, PGSSU | : | Student Member |
| 2. Ms. Tanishka Choudhary
Cultural Secretary, PGSSU | : | Student Member |
| 3. Ms. Pragati Pushp
Library Secretary, PGSSU | : | Student Member |

Term of Reference

- Safeguard and promote well-being of all girl students of the University. The Committee will take care of all complaints on sexual harassment and other complaints of students and initiate action for redressal complaints.
- Ensure that victims or witnesses are not victimized or discriminated against when dealing with complaints.

Student Members of ICC will be called only if the matter involves students.

This issues with the approval of the Director.

(Signature)
27/10/2025
(Navin Kumar)
Sr. Administrative Officer

Distributions:

1. Director & Joint Director, CIFE, Mumbai.
2. All the above concerned.
3. All HoDs / HoRC
4. Dean / Associate Dean / Controller of Examination
5. ICC Chairperson and Official Members for information
6. Comptroller/ Vigilance Officer / Joint Director (OL) / Law Officer
7. SAO / SF&AO / PPS/ AO/ All AAOs/ AF&AO
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