



OFFICE ORDER

Constitution of Vishakha Committee / Internal Complaints Committee (ICC)

(As per Sexual Harassment of Women at Workplace Act, 2013)

In compliance with the Vishakha Guidelines and the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, the following Internal Complaints Committee (ICC) is hereby constituted to prevent and redress complaints of sexual harassment at the workplace.

List of Members for Session 2026-27

S.No	Name	Designation
1	Ms. Mona Bhatia	School Manager
2	Ms. Isha Chadha (Academic Dean)	Member
3	Ms. Parminder Kaur (Coordinator)	Member
4	Ms. Namitta Malhotra (Coordinator)	Member
5	Ms. Manisha Aggarwal (Admin)	Member
6	Mr. Ravinder (Teacher)	Member

Roles & Responsibilities

- To create awareness about prevention of sexual harassment
- To receive and inquire into complaints in a confidential manner
- To recommend appropriate action as per rules
- To ensure a safe and dignified working environment for all women employees

The committee shall function as per the provisions of the Act and the rules framed thereunder. The tenure of the committee shall be three years from the date of issue of this order.


Name: Ms. Mona Bhatia

Designation: Vice –President/School manager

Cambridge International School

Dated: 19/06/2026