

Internal Committee – Annual Report 2025
International Management Institute, New Delhi

In compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, IMI New Delhi has constituted an Internal Committee (IC). The IC works to prevent and address sexual harassment and promote a safe, respectful, and inclusive environment for women employees and students. It conducts awareness and sensitization initiatives. It receives complaints, inquiries into them, and recommends appropriate action.

Details of the Committee:

SN	Member Name	Email ID
1	Prof. Chhavi Mehta (Chairperson)	ic.chair@imi.edu chhavi.mehta@imi.edu
2	Prof. Neena Sondhi	neenasondhi@imi.edu
3	Prof. Umesh Bamel	umesh.bamel@imi.edu
4	Prof. Swati Dhir	swati.dhir@imi.edu
5	Mr. Dinesh Sharma	dinesh@imi.edu
6	Ms. Shalini Rawat	shalini.rawat@imi.edu
7	Dr. Mala Bhandari (External Member from NGO – SADRAG)	mail@sadrag.org
8	Harshit Mittal (Student Member – PGDM)	harshitmittal.p25@imi.edu
9	Tanisha Kapoor (Student Member – PGDM HRM)	tanisha.h25@imi.edu
10	Muskaan Sachdeva (Student Member – PGDM BFS)	muskaan.b25@imi.edu

Special Cell:

Women's cell phone number: 9990792842 (Ms. Rekha Rani)

1. Essential Information:

SN	Particulars	Information
1	Number of complaints of sexual harassment received during the year	Nil
2	Number of complaints disposed of during the year	Nil
3	Number of cases pending for more than 90 days	Nil
4	Number of false complaints of sexual harassment received during the year	Nil
5	Number of orientation programs carried out for the members of the IC to deal with complaints	Nil
6	Number of workshops or awareness programs carried out for the officers, functionaries, faculty, and students to sensitize them against sexual harassment	6
7	Nature of action taken by the technical institution against the perpetrator	Nil

2. Details of the IC meeting held are as follows:

Online Meeting held on 25th June 2025:

- a. Welcoming new members:** The Chairperson initiated the first meeting of Academic Year 2025-26 by welcoming and introducing new members to the committee. The four new members for this year include:
- Ms. Shalini Rawat (Staff)
 - Mr. Harshit Mittal (PGDM)
 - Ms. Tanisha Kapoor (PGDM-HRM)
 - Ms. Muskaan Sachdeva (PGDM-B&FS)

An overview of the committee's role and responsibilities was presented, reiterating its commitment to a safe and inclusive environment for all members of the IMI community.

- b. Review of Activities for AY 2024-25:** The Chairperson – GSCASH presented the details regarding the previous year's (AY 2024-25) activities. The details of the same are as follows:
- Posters placed across campus to build visibility
 - GSCASH awareness session held during the orientation for incoming students
 - Interaction session held with female students to understand their concerns
 - Workshop conducted for IMI staff by Ms. Anita Pandey on workplace safety
 - Workshop conducted for IMI faculty by Dr. Mala Bhandari
 - Awareness street play organized by students

c. Proposed Plans for AY 2025-26

➤ Student Orientation & Engagement

- The Chairperson – GSCASH will conduct a session on GSCASH during orientation for first-year students.
- Student members will interact with incoming batches post-discussion with the Chairperson

➤ Workshops & Training

- Dr. Mala Bhandari will conduct an awareness session for all students.
- Faculty workshop (certified) to be opened to external participants, in collaboration with a recognized institution.
- Sensitization sessions will be conducted for all staff, including housekeeping personnel.
- Special focus on Class IV employees given their vulnerability

➤ Creative and Supportive Initiatives

- Skit/street play on gender sensitivity to be conducted by Zariya, which will be coordinated by GSCASH – student members.
- Poster-making competition to be held with Letters of Recognition (LOR) for selected entries.
- Posters to include clarity on the anonymous nature of the complaint process

➤ Empowerment & Safety Measures

- There was also a proposal for a self-defense session for students.
- Sensitization sessions should also be conducted for students on gender issues and complaint-filing procedures.

➤ Committee Structure & Communication

- It has also been proposed to include one representative from the FPM batch.
- The Chairperson – GSCASH also suggested replacing the committee name ‘GSCASH’ with ‘Internal Committee (IC)’ as per the PoSH Act 2013 terminology. This can be discussed with the Registrar for further decision.

3. Brief of the activities conducted during the year 2025:

- Following discussions with the Registrar, the committee was renamed from GSCASH to the Internal Committee (IC) on December 10, 2025, in accordance with the accepted nomenclature.
- The internal committee conducted various impactful activities throughout the year to foster awareness and create a safer, more inclusive environment on campus:

➤ A session for faculty:

- A comprehensive session titled ‘*Empowering Educators: PoSH Training for Faculty Excellence*’ was organized in January 2025 for IMI faculty by Dr. Mala Bhandari. This session aimed to equip faculty members with a deep understanding of the Prevention of Sexual Harassment (PoSH) Act and its application within educational institutions. Through practical insights and interactive discussions, participants learned to effectively identify, prevent, and address harassment, ensuring compliance with legal guidelines while upholding the values of equity and dignity within an educational institution.
- **A session for the incoming students of all programs:**
 - The Chairperson of the Internal Committee (IC) conducted an orientation session for all incoming students of the AY 2025–26. The session introduced students to the IC, its role, and its responsibilities. Students were informed of the institute’s policies and complaint procedures related to the prevention and redressal of sexual harassment. The Chairperson also highlighted the importance of maintaining a safe, respectful, and inclusive campus environment at IMI New Delhi.
- **Interaction with the GSCASH Chairperson for Female Students:**
 - The IC Chairperson held an open and candid interaction with female students to address their concerns and provide guidance. This session served as a platform for students to share their experiences, seek advice, and learn about the resources available to support their safety and well-being.
- **A play conducted by the IMI, New Delhi Dramatics Society, ‘Zariya’:**
 - Zariya, the dramatic society, performed a thought-provoking play aimed at raising awareness among students about gender issues and the importance of combating harassment. The performance creatively depicted real-life scenarios, challenges faced by victims, and the role of bystanders in creating a supportive environment. The play left a lasting impression and sparked meaningful conversations among students.
- **Poster Making Competition:**
 - The Internal Committee organized ‘*Canvas for Change*,’ a poster-making competition in December 2025, to promote gender sensitivity, consent, inclusivity, and campus safety. Students created posters on PoSH rights and responsibilities, respectful boundaries, prevention of sexual harassment, and reporting mechanisms. The winner and runner-up received cash prizes of ₹3,000 and ₹2,000, respectively. The winning poster was selected for campus-wide display as part of the IC’s awareness initiatives.
- **A Session for the Staff:**
 - A session titled “*PoSH for Educational Institutions: Building Respectful Campus Cultures*” was conducted by Dr. Mala Bhandari in December 2025 to sensitize staff members about gender equality and workplace harassment. The session covered

the PoSH legal framework, identification of inappropriate behavior, and ways to build a safe and respectful workplace. Interactive discussions and case studies made the session engaging and practical.

Prof. Chhavi Mehta

Chairperson: Internal Committee

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