

SOUTH CENTRAL RAILWAY

Divisional Office
Personnel Department
Nanded Division
Nanded (M.S.)

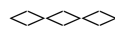
No.SCR/P-NED/435/Welfare/Conf.
(Computer No:450036)

Date: As signed

MEMORANDUM

Sub: Re-constitution of Internal Complaints Committee (ICC) for prevention of Sexual Harassment of working women on NED Division.

Ref: This office letter of even number dated 20.10.2025.



The following changes in the Internal Complaint Committee (ICC) for prevention of Sexual Harassment of working women on NED Division are notified with the approval of the competent authority.

Composition of Complaints Committee:

Chairperson	Dr.Manisha N. Dudhmale, Sr.DMO/NED
Member	Smt.K. Rasana Devi, DPO/Co-ord./NED
Member	Saurabh Dwivedi, AOM/Coaching/NED
Member from NGO	Smt. Kavita G. Sonkamble, Representative of NGO, Mohini Nivas, Ulhas Nagar, Taroda Naka, Nanded

The term of the above Internal complaints Committees is valid for a period of 3 years from the date of constitution. The above Internal Complaints Committees shall investigate the matter to ensure that employees do not feel inhibited in the workplace. Adequate care must also be taken to avoid victimization of or discrimination against the complainant.

The Internal Complaints Committees shall meet every quarter even there is no live case and review the state of preparedness of the complaints mechanism in this regard. Convenor of the Internal Complaints Committees has to ensure conducting of regular quarterly meetings as desired by the Railway Board and Report compliance to this office without fail. The procedure to be adopted by the Complainant and the Internal Complaints Committees is given in the Annexure enclosed.

The findings of the Internal Complaints Committee shall be binding on the Disciplinary Authority to initiate Disciplinary proceedings against the Railway Servant(s) concerned and treated as preliminary report against the accused.

The contents of the Memorandum may be given wide publicity. This issues with the approval of the competent authority.

Digitally Signed by Ranjeet Kumar

Date: 27-02-2026 10:15:57

Reason: Approved

(Ranjeet Kumar)

APO/Genl./NED

for DPO/Co-ord./NED

Copy to:

1. PS (Gaz.) to DRM/NED: for kind information of DRM.
2. PS to ADRM/NED: for kind information of ADRM.
3. Committee Members-for information please.
4. All Branch Officers/NED Division-for information please.