

F.NO.BECIL/HR/Policy/06/2023

Dated:-06/10/2025

CIRCULAR

In compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, and to ensure a safe and respectful work environment, the following members are hereby appointed to constitute the Internal Complaints Committee (ICC) of BECIL, for a term of three years or until further orders, whichever is earlier."

S.No.	Name	Designation	Contact Number & Email ID
1.	Ms. Kusum Kumari, Sr. Manager	Presiding Officer Chairperson	0120-4177850 kusum@becil.com
2.	Mr. Binay Kumar Tiwari, DGM	Male Member	0120-4177850 binaytiwari@becil.com
3.	Ms. Kunjamma Mathew, National President (Non-Official Member) YWCA of India	Non-Official Member	011-45294430/23340294/ 9810141166 nationalpresident@ywcaindia.org
4.	Ms. Tejinder Kaur, Sr. PS	Member	0120-4177850 tijender_gulati@becil.com
5.	Ms. Mamta Bharadwaja, Executive Assistant (HR-Admin)	Member	0120-4177850 mamta.bharadwaja@becil.com

2. Non-official members of the Internal Committee shall receive fees/allowances, as prescribed, from the employer for participating in committee proceedings.
3. This will come into force with immediate effect.
4. This issues with the approval of Competent Authority.


Usha Mangalgi
General Manager (HR)

To
All Concerned Members

- Copy To:
1. Sr. PS to CMD
 2. Sr. PS to Director (O&M)
 3. All Vertical Head