

**CIRCULAR**

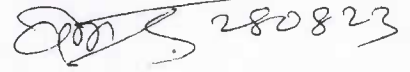
Sub: Sexual Harassment of Women at Workplace-formation of Internal Committee.

In terms of the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013, with a view to provide protection against sexual harassment of women at workplace and for the prevention and redressal of complaints of sexual harassment and for matters connected therewith or incidental thereto, the Internal Committee comprising the following members has been reconstituted in respect of Corporate Office, Port Facilities, Vizag & Regional Offices:

- |   |                     |
|---|---------------------|
| 01. Mrs. Sumita Sahay, GM(Marketing)        | : Presiding Officer |
| 02. Mr. Ashok Kumar Negi, DGM(Law)          | : Member            |
| 03. Mrs. P. Ipsita Mishra, Sr.Manager (HRD) | : Member            |
| 04. Mrs Sasmita Nanda, Ex- Member, OSCW     | : Member            |
- Odisha State Commission for Women

The Complaint Committee will be responsible for redressal of the complaint made by the victim and ensure time bound treatment of the complaints as provided in the Act.

This supersedes the earlier circular No: CHR/RR/004.6(A)/983/2023 dated 15.05.2023.



(Radhashyam Mahapatro)  
Director (HR)

**Distribution:**

01. Concerned Committee Members
02. All EDs/GGMs/RMs
03. T.S. to CMD: For kind information of CMD
04. D(F)/D(C)/D(P) & D(P&T) –Addl Charge/CVO: For kind information
05. Convenor Secretary, Odisha State Commission for Women – For kind information

नेशनल एल्युमिनियम कम्पनी लिमिटेड  
(भारत सरकार का एक उद्यम)  
निगम कार्यालय

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CIN: L27203OR1981GOI000920

National Aluminium Company Limited  
(A Government of India Enterprise)  
CORPORATE OFFICE

Nalco Bhawan, P/1, Nayapalli, Bhubaneswar - 751 013, India

Ref. No. **PHRD/105/2025**

Date: **17/06/2025**

**OFFICE ORDER**

**Sub:** Reconstitution of Internal Committee under Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013 - reg.

Ref: AR/HRD/2024/234 dated 25.06.2024

Consequent upon transfer of Sh. Ghanshyam Ashia, Personal No.10661, Deputy Manager (Law) who was nominated as a member to Internal Committee in M&R Complex, the Internal Committee under Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013 is reconstituted for M&R Complex and the details are as under:

Sl. No	Name & Designation	Position
01	Ms. (Dr.) Vandana Singh, Deputy General Manager (MS), AR	Presiding Officer
02	Sh. Nirupam Mohanty, Senior Manager (Law), AR	Member
03	Ms. Jayanti Limal, Sikha Foundation, Koraput, Odisha	Member
04	Ms. Kasturi Ray, Chargeman Gr-I, Lab & PA, AR	Member

All other contents of earlier Office Order shall remain unchanged.

This issues with the approval of the Competent Authority.

  
(Manoranjan Behera)  
Dy. General Manager (HRD)

**Distribution:**

- 1) All Committee Members
- 2) All GMs/HODs, M&R Complex
- 3) All Notice Boards, M&R Complex.

For kind information of:

- ED, M&R Complex
- All Group General Managers of M&R Complex.
- GM (H&A), IR, Corporate Office.

## Internal Committee of S&P Complex under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013

Sl. No.	Name	Pl. No.	Designation	Unit	Position in the Committee	Contact No	Email ID	Office Address
<b>S&amp;P Complex, Angul</b>								
1	Mrs. Alekhika Sahu	06843	DGM(Systems)	Smelter	Presiding Officer	9437012722	alekhika.sahu@nalcoindia.co.in	Systems Department, Smelter Plant, NALCO, Angul-759145
2	Mr. Nirupam Mohanty	10416	Sr. Manager (Law)	Smelter	Member	9874439124	nirupam.mohanty@nalcoindia.co.in	Law Department, Smelter Plant, NALCO, Angul-759145
3	Mrs. Nibedita Bal	08653	DGM(Civil)	Smelter	Member	9437585282	nibedita.bal@nalcoindia.co.in	Plant Civil Department, Smelter Plant, NALCO, Angul-759145
4	Mrs. Santosini Sahu	08824	AGM(Mech.)	CPP	Member	9437962953	santosini.sahu@nalcoindia.co.in	Technical Services Department, Captive Power Plant, NALCO, Angul-759145
5	Mrs. Smitarani Pattnaik	Secretary Nari Surakshya Samiti, Angul			Member	9437079223	nasusa@rediffmail.com	Secretary, Nari Surakshya Samiti, At-Jamunali, Po-Kishoreganj, Angul-759127