

Shri Bharat Shikshan Prasark Mandal's

## Mauli Mahavidyalaya Wadala

### **Internal Complaints Committee (ICC)**

#### **Introduction-**

Everybody has the right to be treated with dignity and respect and a right to safe and healthy work environment. The Parliament of India passed The Sexual Harassment of Women at workplace Prevention, Prohibition and Redressal ) Act.2013.The Act provides protection against Sexual Harassment of Women at Workplace and for the prevention and redressal of complaints of sexual harassment and for the matters connected there with or incidental there to. INTERNAL COMPLAINTS COMMITTEE to the spirit of Vishakha guidelines preceding this legislation in order to address the issue of sexual harassment at workplace for ensuring gender equality. The ICC aims to look into the complaints of Sexual Harassment in the establishment and also to generate awareness about the issue. All members of Mauli Mahavidyalay students, teaching faculty, administrative staff, both contractual and temporary will come under the purview of this policy.

#### **What is Sexual Harassment?**

An act of Sexual Harassment at the workplace (Prevention, Prohibition and Redressal ) Act.2013,includes any one or more of the unwelcome acts or behaviour, whether directly or by implication.

1. Physical Contact and advances.
2. A demand or request for sexual favours.
3. Making sexual coloured remarks.
4. Showing pornography.
5. Any unwelcome physical, verbal or non verbal conduct of sexual nature.

The following circumstances, among other circumstances, if it occur or are present in relation to any act or behaviour of sexual harassment may also amount to sexual harassment. Connected with any act or behaviour of sexual harassment may also amount to sexual harassment.

#### **Objectives of the committee:**

The ICC is an educational resource as well as a complaint redressal mechanism for the members of faculty, A staff and students of the college, its mandates are:-

1. To advice complaints of means of resolution as specified by the legislation.

2. To ensure fair and timely resolution of Sexual Harassment complaints.
3. To provide counselling and support services on campus.
4. To promote awareness about Sexual Harassment through educational initiatives that encourages and fosters a respectful and safe campus environment.
5. To provide a natural, confidential and supportive environment for members of the campus community who may have been sexually harassed. The committee seeks to inform the campus community of their right to a respectful work and learning environment. It believes that if we practice, respect, exercise empathy in our interventions with others so that we do not hurt anyone through what we say or do, then we create a campus that is free of Sexual Harassment

### **The Process for Complaint and Inquiry.....**

#### **Step-I:**

An aggrieved woman should give a written complaint either in person or Notification box. It should be submitted to the 'Prevention of Sexual Harassment and Atrocities against Women Committee' within 3 months of the date of the incident. The time limit may be extended for a further period of 3 months if, on account of certain circumstances, the woman was prevented from filing the complaint. If the aggrieved woman is unable to make a complaint, her legal heirs may do so.

#### **Step-II:**

On receipt of the complaint, the ICC will proceed to make an inquiry in accordance with the service rules or in their absence, in accordance with rules under the Act. The inquiry will be completed within 90 days. And the inquiry report will be submitted within 10 days from the date of completion of the inquiry.

#### **Step-III:**

If the ICC finds that the allegations against the respondent are proven, it will submit a report to the Principal to take action for sexual harassment as misconduct in accordance with the provisions of the applicable service rules or where no service rules exist, in accordance with rules framed under the Act

#### **Step-IV:**

The college management will act on the recommendations of ICC within 60 days of the submission of the inquiry report.

### Step-V:

Appeal against the decision of the ICC is allowed within 90days of the recommendations.