

GOBINDGARH PUBLIC COLLEGE,
ALOUR, KHANNA

Date:02/12/2022

Internal Complaints Committee

As per University Grants Commission (Prevention, prohibition and Redressal of sexual harassment of women employees and students in higher educational institutions) Regulation, 2015. And UGC Public Notice regarding: Draft Guidelines for Basic facilities and amenities for a safe, secure environment for Women and Women Cell for sensitization, policy implementation, monitoring, and grievance redressal in HEIs published on 21-10-2022 at UGC Portal, now for grievances regarding harassment of women employees and students, a separate Internal Complaints Committee (ICC) is constituted to deal with complaints relating to Sexual harassment at the work place, as per the legal requirements in the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

Composition of ICC

Name	Designation	Position
Dr. Neena Seth Pajni	Principal	Chairperson
Dr. Ruchika Jain	Assistant professor	Convener
Dr. Mandeep Singh	Assistant professor	Member
Prf. Sushma Miglani	Assistant professor	Member
Prof. Nitika Bhat (Psychologist)	Assistant professor	Member
Mrs. Rekha	Office Assistant	Member
Yasmine Saggo	Student	Member

Functioning of the ICC

- The ICC must launch a preliminary investigation after receiving a complaint to determine whether the claims are true by gathering the documentation evidence and recording comments from any potential witnesses, including the complainant.
- The preliminary enquiry report and all the original documents presented during the preliminary enquiry hearings must then be sent to the Principal by ICC. The ICC may submit such complaints to the Grievance Redressal Cell or the Principal if the allegations are not of a sexual character.
- The ICC shall take all reasonable steps to assist the impacted individual in terms of support and preventive action when sexual harassment occurs as a result of an act or omission by any third party or outsider.
- The ICC will follow the guidelines outlined in the aforementioned UGC Regulations 2015 and the Sexual Harassment Act in order to conduct a prompt investigation into the allegation.

- The complainant may be punished in accordance with the applicable provision of the aforementioned UGC Regulations 2015 if the ICC determines that the allegations made were false or malicious, the complaint was filed knowing it to be false or forged, or misleading information was provided during the inquiry.
- The Convenor, ICC shall receive the written complaints of sexual harassment, if any, on behalf of ICC and shall coordinate the discussions of ICC on the complaints received.

Who can approach ICC for help?

Any female (faculty member, student or non-teaching staff member) of Gobindgarh Public College can seek redressal from the ICC.

Definition of Sexual Harassment:

"Sexual harassment" includes any unwelcome sexually inclined behaviour, whether directly or indirectly, such as:

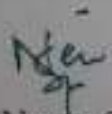
- a) Physical contact and advances
- b) A demand or request for sexual favours
- c) Making sexually coloured remarks (including jokes)
- d) Showing pornography (books, photographs, paintings, films, pamphlets, packages, etc. containing 'indecent representation of women')
- e) Any other unwelcome physical, verbal or non-verbal conduct of sexual nature.

Under the Act, the following also count as sexual harassment:

- a) Implied or explicit promise of preferential treatment in her employment.
- b) Implied or explicit threat of detrimental treatment in her employment
- c) Implied or explicit threat about her present or future employment status
- d) Interference with her work or creating an intimidating or offensive work environment for her
- e) Humiliating treatment likely to affect her health or safety.

If you think you are being harassed, what should you do?

The complainant can submit grievance in writing by mail to icc.gpcalour@gmail.com or it can be submitted at 'Internal Complaint' link on the website of college or personally to convener of ICC in college office.


 Dr. Neena Seth Pajni
 (Principal)