

## **About Internal Complaint Committee**

The sexual harassment of women at workplace (prevention, prohibition and redressal) act 2013 is an act to provide protection against sexual harassment of women at work place. Sexual harassment results in the violation of basic fundamental rights of women such as Right to equality under article 14,15 and her right to life and live with dignity under article 21 of the constitution of India.

**Definition of Sexual Harassment:** Sexual harassment includes any one or more of the following unwelcome acts or behavior

1. Physical contact and advances
2. A demand or request for sexual favors
3. Making sexually colored remarks
4. Showing pornography
5. Any unwelcome messages through telephone or internet

**Structure of ICC:** The office bearers of ICC shall be functioning not more than 3 years. After the tenure a new body shall be elected. The ICC shall be containing the following designations:

1. One Preceding officer (women, employed at a senior level)
2. Atleast two members (who are committed to the cause of women and have had experience in social work or have legal knowledge.)
3. One member from NGO (which is associated for women welfare.)

**Functions :** The Internal Complaints Committee has two major functions :

1. Preventive
2. Remedial

### **Preventive**

- To work towards creating an atmosphere promoting equality, non-discrimination and gender sensitivity.
- To promote and facilitate measures to create a work environment that is free of sexual harassment.

### **Remedial**

- To receive and take cognizance of complaints made about sexual harassment at the university and give every complaint serious consideration.
- Crisis Management, Mediation and Counselling

- To conduct enquiries into the complaints, place findings and recommendations regarding penalties against the harasser.