

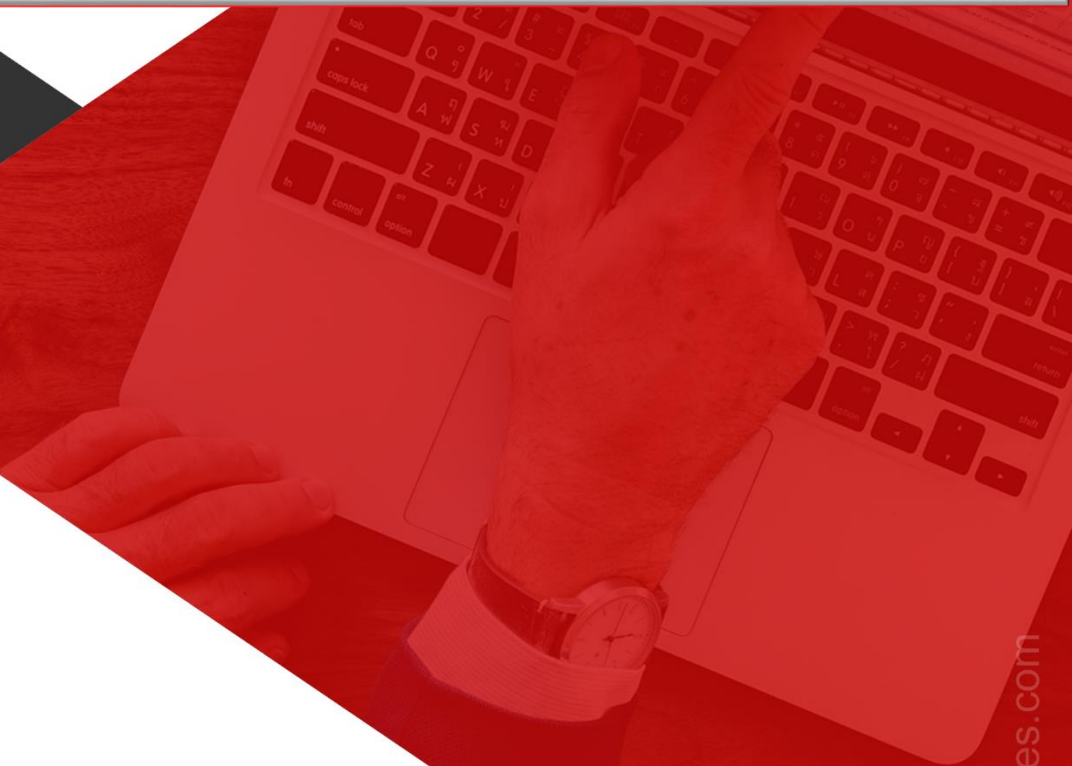


JSS mahavidyapeetha

JSS COLLEGE FOR WOMEN

CHAMARAJANAGAR

INTERNAL COMPLAINTS COMMITTEE





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1. INTRODUCTION

The occurrence of sexual harassment in the work place, any reference to sexism, gender stereotyping or gender-based discriminations and need for healthy, safe environment for all employs including women has been taken note of and the Hon'ble Supreme court has laid down guidelines for its prevention and deterrence in 1997. Whereas the sexual harassment results in violation of fundamental rights of a woman to equality under article 14 and 15 of the Constitution of India and to life and live with dignity under article 21 of the constitution. Equality between men and women, right to work, right to education and to public assistance in case of unemployment, old age, sickness and disablement and provision of just and humane conditions for work and maternity relief, are important Directive principles of State policy.

In compliance with the Supreme Court Judgment and guidelines issued in 1997 to provide for the effective enforcement of the basic human right of gender equality and guarantee against sexual harassment and abuse, more particularly against sexual harassment at work places the University Grants Commission (UGC) has issued circulars and insisting the enactment of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal Act Sexual Harassment Act in April 2013) to all the universities and colleges affiliated to it advising them to establish a permanent cell /committee and to frame guidelines to combat sexual harassment, violence against women and ragging at the universities and colleges. It has further advised them to be proactive by developing a conducive environment on the campus, where the women are respected and they are treated with dignity. As per the guidelines of UGC and the Supreme Court, a Committee against Sexual Harassment/ (ICC) Internal Complaints Committee at as been established to provide a healthy and congenial ambience to the staff and students of the College.

2.OBJECTIVES OF ICC

- To ensure the implementation of the policy in letter and spirit through proper reporting of the complaints and their follow-up procedures.

- To uphold the commitment of the Institute to provide an environment free of gender based discrimination.
- Deal with cases of discrimination and sexual harassment against women, in a time bound manner, aiming at ensuring support services to the victimized and termination of the harassment
- Recommend appropriate punitive action against the guilty party to the Management.

3. DEFINITION OF SEXUAL HARASSMENT

- Physical contact and advances
- Demand or request for sexual favors
- Sexually colored remarks
- Showing pornography
- Other unwelcome physical, verbal or non-verbal conduct of a sexual nature. (Vishaka judgment by Supreme Court)

THE FOLLOWING IS ALSO SEXUAL HARASSMENT AND IS COVERED BY THE COMMITTEE:

- Eve-teasing
- Unsavory remarks
- Jokes causing or likely to cause awkwardness or embarrassment
- Innuendos and taunts,
- Gender based insults or sexist remarks
- Unwelcome sexual overtone in any manner such as over telephone (obnoxious telephone calls) and the like,
- Touching or brushing against any part of the body and the like
- Displaying pornographic or other offensive or derogatory pictures, cartoons, pamphlets or sayings,
- Forcible physical touch or molestation and
- Physical confinement against one's will and any other act likely to violate one's privacy.
- The Committee shall meet as often as may be needed and appropriate.

3.FORMATION OF ICC

- It is formed according to the provisions of the Prevention of Sexual Harassment ACT- Sexual Harassment of Women at Workplace Act of 2013, 9 th December 2013. (Prevention, Prohibition and Redressal).
- It is also mentioned in University Grants Commission (Prevention, Prohibition and Redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015- 2nd May 2016.

4.WHO CAN APPROACH ICC FOR HELP?

- Any female employee (faculty, student or staff) of the College

5.THE INTERNAL COMPLAINT COMMITTEE (ICC) of the College was constituted in June 2017 in accordance with the Sexual Harassment at Workplace (Prevention, Prohibition and Redressal) Act.2013.

- Details of all members of the Committee have been displayed in college notice board and website
- Complaint boxes have been placed at different places in college for the reporting of grievances
- The college has tried to create awareness on the issue of sexual harassment by conducting workshops and lectures by lawyers and activists
- Self-defense course has been introduced for the empowerment of girl students

6.WHAT ARE THE POSSIBLE ACTIONS THAT CAN BE TAKEN AGAINST THE RESPONDENT

- Warning
- Written apology
- Bond of Good behavior
- Adverse remark in the confidential report
- Stopping of increments / promotion
- Suspension
- Dismissal
- Any other relevant actions

7.THE ROLE OF THE COMMITTEE

- To act as Inquiry Authority on a complaint of sexual harassment.
- To ensure that complainant and witnesses are not victimized

- To take proactive measures towards sensitization of all those. The New Act of Parliament 'The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013'

8. INQUIRY PROCESS

- The inquiry shall be completed within a period of ninety days from the date of the complaint.
- On completion of the inquiry, the ICC shall provide a report of its findings to the employer within a period of ten days from the date of completion of the inquiry and such report be made available to the concerned parties.
- If the allegations against the respondent have been proved, it shall recommend punitive actions to be taken against the respondent to the employer.
- The employer shall act upon the recommendation within sixty days of receiving it.

9. MEMBERS OF THE INTERNAL COMPLAINTS COMMITTEE ARE AS FOLLOWS:

- Principal
- Presiding Officer (Senior Faculty Member)
- Lady Staff members
- Lady Non teaching staff members
- Student Members

INTERNAL COMPLAINTS COMMITTEE 2021 -22

| Sl. No | Name | Designation |
|---------------|-----------------------------|--------------------|
| 01 | Sri K S Mariswamy | Chairman |
| 02 | Smt. Roopashree | Presiding Officer |
| 03 | Smt Jamuna | Member |
| 04 | Miss. Dayana J | Member |
| 05 | Smt. Ramya (Chief Warden) | Member |
| 06 | Smt Ranjitha (Office Staff) | Member |
| 07 | Miss Pooja H V | Member |
| 08 | Kum. Ganavi C S | Member |
| 09 | Kum.Soudarya | Member |

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