

## **Internal Complaint Committee (ICC) / Gender Sensitization Cell (GSC) and Committee for Prevention of Sexual Harassment**

In pursuance of UGC (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015 read with Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 to deal with the issues of sexual and gender-based harassment and to conduct gender sensitization programme, Chanakya Academy has constituted Internal Complaint Committee (ICC) / GSC and Committee for Prevention of Sexual Harassment. The College has a zero-tolerance policy towards matters pertaining to any kind of harassment & gender sensitivity. It is committed to provide a safe conducive workspace and academic environment to students & employees.

### **Objectives:**

The objectives of the ICC/GSC and Committee for Prevention of Sexual Harassment are:

- To implement a policy against sexual harassment and gender-based harassment.
- To resolve the issues pertaining to sexual harassment at work place.
- To sensitize and create awareness about gender-related issues and functioning of the ICC.
- To create a secure physical and social environment to strictly discourage any act of sexual harassment.
- To evolve a permanent mechanism for the prevention and redressal of sexual harassment cases and other acts of gender-based violence at the institute

### **Functions and responsibilities:**

- To receive and take cognizance of complaints received from the students/staff regarding sexual harassment.
- To decide whether the facts contained in the complaint make out a case of “sexual harassment” in the light of definition contained in the policy.
- To ensure the fair and timely resolution of sexual and gender-based harassment complaints.
- To conduct enquiries into the complaints, place findings and recommendations regarding penalties against the harasser.
- To prevent discrimination and sexual harassment against girls by promoting gender parity among students and employees.
- To bring about awareness at the work place by way of workshops, seminars, counselling promoting gender equality and women empowerment.
- To conduct committee meets on half-yearly basis or as and when necessary and deliberate on the issues and document the minutes of the meeting.
- To submit an annual report to the concerned authority in the prescribed format and within the prescribed time.



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The ICC of the college comprises of the following members:

| s.no. | Name            | Designation   | Designation in the committee |
|-------|-----------------|---------------|------------------------------|
| 1     | Anjula Singh    | Faculty       | Convener                     |
| 2     | Sushma Rungta   | Faculty       | Member                       |
| 3     | Sangita bansode | Accountant    | Member                       |
| 4     | To be appointed | Girls student | Member                       |
| 5     | Vijay laxmi     | NGO           | Member                       |

Copy to: All the members of committee/ Notice board/IQAC

