



## **KHATRA ADIBASI MAHAVIDYALAYA**

### **Objectives of ICC:**

The ICC is formed mainly to act for the prevention of sexual harassments, as per the policy outlined by the UGC and Supreme Court. Therefore, the committee upholds the following objectives:

- ❖ To prevent and prohibit incidents of sexual harassment of employees and students in the college.
- ❖ To sensitize the employees and students about the fundamental rights to have a safe and healthy environment in the college.
- ❖ To uphold the commitment of the Institute to provide an environment free of gender-based discrimination.
- ❖ To develop a policy against sexual harassment at the Institute.
- ❖ To promote a social and psychological environment to raise awareness on sexual harassment in its various forms.
- ❖ To ensure the implementation of the policy through proper reporting and acknowledgement of the complaints and their follow-up procedures.
- ❖ To create a secure physical and social work environment for each and every employee
- ❖ To evolve a permanent mechanism for the prevention and redressal of sexual harassment cases and other acts of gender-based violence at the Institute.

### **Scope:**

Since the ICC is formed to look into the matter of internal complaints, it has exclusive power to receive and address complaints from any of the members of students, teaching and non-teaching staffs of the college.

### **Procedure**

The internal complaint committee shall adopt the following steps to resolve/ sort out the offences:

**Step – 1.** The complaint must be lodged with the college authority by the aggrieved person(s) or registered directly with any member of the College Internal Complaints Committee (Mobile numbers and Email-Id's are provided).

**Step – 2.** The college authority will forward it to ICC for necessary step.

**Step – 3.** The ICC will look into the matter (s)/ incidents (s) in a meeting and adopt a resolution for conducting an enquiry into the incident (s).

**Step - 4.** After enquiry, the ICC will recommend the following steps

- ✓ Apology for light offence.
- ✓ Expulsion from the college for a few days if the offence is not so serious.
- ✓ Refer the case(s) to the college authority in case of serious offence.
- ✓ Refer the case(s) to the legal authority by the college authority if
- ✓ needed.

### **Background & Rationale:**

Sexual harassment infringes on the following two fundamental rights provided by the Constitution of India:

- The right of a woman to gender equality under Article 14
- The woman's right to life and live with dignity under Article 21.

Supreme Court provided clear guidelines for dealing with sexual harassment in 1997.

These guidelines, which are legally binding and must be enforced, include definition of sexual harassment at the workplace, prevention of such harassment, disciplinary action against the erring employee, and employer's responsibility in ensuring a harassment free workplace. The Committee for Managing Gender Issues has been set up as the Internal Complaints Committee. It was required to set up as per the Supreme Court Guidelines. This would normally limit its outcomes to resolution, settlement, or prosecution. However, ICC was set up not only to deal with complaints of sexual harassment in the workplace but also to focus on creating awareness, counselling and educating about gender issues. For example, specific components of induction programmes were formally introduced and are based on creating awareness and informing students about the Institute's framework for dealing with such issues. In addition, gender sensitization workshops for staff and students are also conducted in collaboration of IQAC and Women Cell.

### **Jurisdiction:**

The policy and the rules & regulations would apply to all students, faculty and non-teaching staff on active roles of Khatra Adibasi Mahavidyalaya. The policy and the rules & regulations would also apply to service providers and outsiders who may be within the territory of the college at time of commission of the act coming under the purview of the policy.

### **Power and Duties of the Committee:**

The committee is NOT to act as a moral police; neither will it intrude on anyone's privacy. The role of the Committee is to create awareness about sexual harassment and to deal with and recommend punishment for non-consensual acts of sexual harassment within the campus.

### **A. Preventive**

To create and ensure a safe environment that is free of sexual harassment, including safety from persons/visitors coming into contact at the workplace.

### **B. Gender Sensitization**

Gender Sensitization involves creating awareness about issues of gender and sexuality and working towards and creating an enabling environment of gender justice where all can work together with a sense of personal security and dignity.

### **C. Remedial**

The mechanism for registering complaints should be safe, accessible, and sensitive. Here it should be noted that according to the guidelines of the honourable Supreme Court of India, Sexual Harassment can be defined as "unwelcome" sexually determined behaviour (whether directly or by implication) as:

1. Physical contact and advances;
2. Demand or request for sexual favours;
3. Sexually coloured remarks;
4. Showing pornography; and
5. Other unwelcome physical, verbal or non-verbal conduct of a sexual nature.

(Vishaka judgment by Supreme Court)

The following points are also considered as sexual harassment and are covered by the committee:

#### **Eve-teasing**

- Unsavoury 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 likes,
- Touching or brushing against any part of the body and the likes,
- 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.

**Frequency of meeting:** Twice in a year (Once in a Semester) and as and when required.

### **Complaint Registration**

Register your complaints related to Sexual Harassment with any member of the College Internal Complaints Committee (Mobile numbers and Email-Id's are provided).

### **How does one prepare a complaint?**

- Write exactly what happened with details, dates, names of witnesses & documents, if any.
- Be specific about the incident/s.
- Be honest as false complaints can invite penalties.
- You need to file a complaint within three months of the incident.

### **References:**

**VISHAKHA Guidelines:** [https://cag.gov.in/uploads/cms\\_pages\\_files/Vishkha-Guidelines-against-Sexual-Harassment-in-Workplace-061de8308de91c7-65164897.pdf](https://cag.gov.in/uploads/cms_pages_files/Vishkha-Guidelines-against-Sexual-Harassment-in-Workplace-061de8308de91c7-65164897.pdf)

**Prevention of Sexual Harassment Act:**

<https://wcd.nic.in/sites/default/files/Handbook%20on%20Sexual%20Harassment%20of%20Women%20at%20Workplace.pdf>

**UGC Guidelines:** [https://www.ugc.gov.in/pdfnews/7203627\\_UCG\\_regulations-harassment.pdf](https://www.ugc.gov.in/pdfnews/7203627_UCG_regulations-harassment.pdf)