



INTERNAL COMPLAINTS COMMITTEE (ICC)

SHRI RAM COLLEGE OF COMMERCE

Are You Being Sexually Harassed?

If you are a student/ employee experiencing sexual harassment at your Workplace/ College/ Department/ Hostel/ Faculty or any place in the University/ College or if you want to help victim, read on:

The sexual Harassment of Women at Workplace Act, 2013 & UGC (Prevention, Prohibition & Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015.

What Constitutes Sexual Harassment?

- Sexual Harassment includes unwelcome Sexual Behaviour of direct or implied nature such as
- Physical contact and advances
- Request for sexual favours
- Sexually coloured remarks
- Showing pornography
- Unwelcome physical, verbal or non-verbal sexual conduct

How does one prepare a complaint?

- write exactly what happened with details, dates, names of
- witness & document, if any
- be specific about the incident/ incidents.
- Be honest, as false complaints can invite penalties.
- You need to file a complaint of sexual harassment within three months of the incident.

Submission of Complaint:

- I. **Complaint Boxes** near Admin Office; Library; Tutorial Block; Students' Notice Board; Dome Junction near Admin Office; Boys' Hostel A and B Blocks.
OR
 - II. Through email to: po.icc@srcc.du.ac.in
- For any queries please contact personally in the Office of ICC: Prof. Rachna Jawa, (Presiding Officer, ICC, SRCC).
 - Women Helpline Number-181 (Administered by Government of NCT Delhi)
 - Contact Emergency Response Support System Number-112 (Administered by Delhi Police)

Presiding Officer
Internal Complaints Committee
Shri Ram College of Commerce



**SERVICES AVAILABLE IN
INTERNAL COMPLAINTS COMMITTEE (ICC)
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- Grievances Redressal of Sexual Harassment
- Counselling Services for Victims
- Consultation/ Support Services for Colleges
- Sensitization/ Awareness Programs for Prevention of Sexual Harassment at the Workplace

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Punishments, if found Guilty of Sexual Harassment

- Under the Sexual Harassment of Women at Workplace Act, 2013 R
- UGC (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015
- Anyone can file a complaint, if one is being sexually harassed.

Punishments

1. Anyone found guilty of sexual harassment shall be punished in accordance with the service rules (teaching/ non-teaching) of the University of Delhi.
2. Where the respondent is a student, depending upon the severity of the offence, College may
 - a. Withhold privileges of the student such as access to the Library, Auditorium, Halls of residence, Transportation, Scholarships, allowances and identity card.
 - b. Suspend or restrict entry into the campus for a specific period.
 - c. Expel and strike off name from the rolls of the Institution, including denial of readmission, if the offence so warrants.
 - d. Award reformatory punishments like mandatory counselling and, or, performance of community services.

Action against Frivolous Complaint

- In the ICC concludes that the allegations made were false, malicious or untrue, the complainant shall be liable to be punished as per the provisions of the POSH Act R UGC (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Education Institutions) Regulations, 2015.

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