

Internal Complaints Committee: The Sexual Harassment of Women in Workplace (Prevention, Prohibition and Redressal) Act 2013

The Sexual Harassment of women in the Workplace (Prevention, Prohibition and Redressal) Act 2013 (commonly known as the POSH Act) has developed a grievance procedure in the form of a grievance redressal forum called the Internal Complaints Committee or the ICC.

In accordance with the University Grants Commission (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015, P.G. Govt. College for Girls has constituted The Internal Complaints Committee (ICC) of the college as per the guidelines of POSH Act and UGC.

The present ICC is comprised of the following members for the years 2024-2027

1. Prof. (Dr.) Anita Kaushal, Principal	-	Chairperson and Principal
2. Dr Shashi Wahi Khullar	-	Vice Principal
3. Dr. Meenu Verma, Associate Professor	-	Convenor - Teaching Faculty
4. Dr. Neelam Rathee, Associate Professor	-	Member – Teaching Faculty
5. Dr. Veenat, Assistant Professor	-	Member – Teaching Faculty
6. Ms. Iqbal Judge	-	External Member NGO
7. Ms Anu Pal, Advocate	-	Legal member
8. Ms. Megha, MA II	-	Student Member
9. Ms. Diksha, BA III	-	Student Member

Aim

Sexual harassment at a college or workplace is considered as violation of women's right to equality, life and liberty. The Internal Complaints Committee ensures that there is no insecure and hostile teaching-learning environment which discourages women's participation in college, thereby adversely affecting their social and economic empowerment and the goal of inclusive growth. Following are the objectives of the committee:

- To comply with the directives of Hon'ble Supreme Court of India and to ensure that all the provisions in the Sexual Harassment of Women at Work Place (Prevention, Prohibition and Redressal) Act, 2013(POSH Act) legislation are adhered to in order to protect women employees and students from any act of sexual harassment in the campus.
- The ICC forms the most important part of the legislation as it helps in the implementation and execution of the POSH Act.
- To develop an inbuilt mechanism for gender sensitization against 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 College.
- To provide a healthy and congenial atmosphere to the female staff members and students of the College.

- To receive complaints on sexual harassment at the workplace from an aggrieved woman, as well as to inquire into the grievance and make recommendations to the employer on the action required pursuant to its inquiry of such complaint made.
- To follow and lay down guidelines for redressal of complaint related to sexual harassment of women in the College.
- To create awareness about gender equity.

Procedure/Mechanism for Lodging Complaint

As per the guidelines of the Act, the committee has formulated the following procedure for lodging the complaints:

- An aggrieved person is required to submit a written complaint to the Prevention of Sexual Harassment of Women, Women Cell and Legal Awareness Committee within three months from the date of the incident. Provided that where such a complaint cannot be made in writing, the Chairperson or any member of the committee shall render all reasonable assistance to the person for making the complaint in writing or can email the complaint to the college email address: principal_gcg@yahoo.co.in.
- This is to bring to the notice of all students/staff members that any complaint related to sexual harassment in college is to be submitted in writing or through the email given above. Your complaint will be dealt with complete confidentiality.
- The committee members will investigate the cases and act upon the cases which have been forwarded along with the necessary documents/proof, if any.
- The committee assures that the grievance has been properly addressed to and redressed in the stipulated time limit.

Functions

The committee is empowered to look into the matters of harassment which includes the following functions:

- A student with a grievance may approach the committee members and file a written complaint in person or via email.
- The cases will be attended promptly on receipt of written grievances from the students.
- The committee will review all cases and act as per rules.
- The committee will prepare and maintain record of all the complaints and action taken.

Services available in ICC

- Grievance Redressal of Sexual Harassment
- Counselling Services for Victims
- Consultation/Support Services for Grieved
- Sensitization/Awareness Programs for Prevention of Sexual Harassment at the Workplace

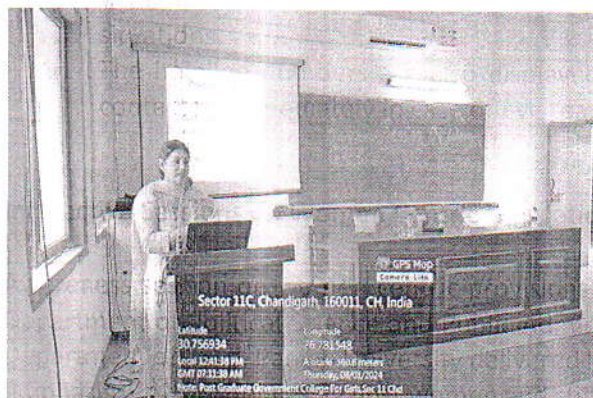
Activities

Our college has been putting efforts zestfully in spreading awareness about the very cause among our young girl students, keeping in mind their safety at utmost priority. The college authorities send suggestions to Chandigarh Police to check eve teasing, as a result of which following actions have been taken by the Police:

- The Police patrolling around the college during late hours has increased to ensure the better safety of the girl students.
- The martial arts students of the college conduct self-defence demonstrations from time to time for the students to learn martial arts, which will be helpful to them in troublesome situations.
- The helpline numbers are also displayed in the college campus so that the police can be contacted immediately in case of eve teasing.

Interactive Sessions on Women Centric Legislations

Awareness session on women centric provisions in Bharatiya Nyaya Sanhita were organised by the Department of Political Science and Public Administration on 8th Aug, 2024. Dr. Supinder Kaur from Department of Laws, Panjab University delivered lecture on the legal safeguards for women. The main emphasis was on offences against women and children under (section 63-99), sexual offences (section 63- 73), Criminal Force and Assault against Women section (74-79), offences relating to Marriage (section 80 – 87), offences of causing miscarriage of women (section 88 – 92). She also apprised the participants about The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and all legal safeguards women are provided with by the constitution of India.



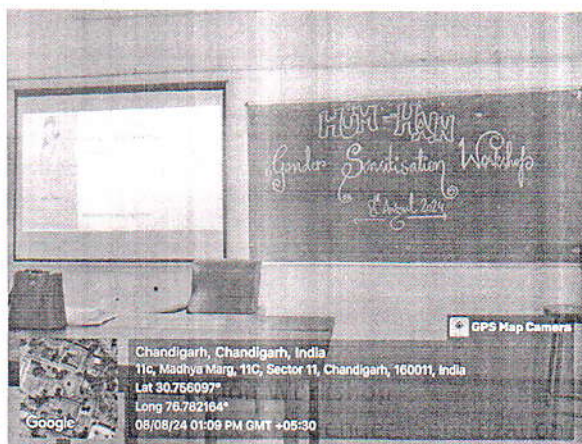
The Post Graduate Department of Sociology in collaboration with Nostalgia (Alumni association) organised an expert talk on 'Implementation of Three New Criminal Laws' by Prof. Shipra Gupta, Dept. of Law, Panjab University, Chandigarh on 24th September 2024. She highlighted key changes in areas such as criminal procedures focusing on gender neutrality, increased use of technology and the rights

of the victim protection. In her presentation, Prof. Gupta categorically emphasised on the legal safeguards meant for women in the new laws and the POSH act.



Gender Sensitization Workshop

On 8th August, 2024, Gender Sensitization Awareness Workshop was organized by Gender Sensitization Society of the college. Students and faculty attended the workshop which had various activities centred around themes of gender equality conducted by Dr. Iqbal Judge (Former Head, Dept. of English, PGGCG-11, Chd) and Ms Neeraj Aggarwal (Former Head, Dept. of English, PGGCG-11, Chd)



Beti Bachao Beti Padhao Drive

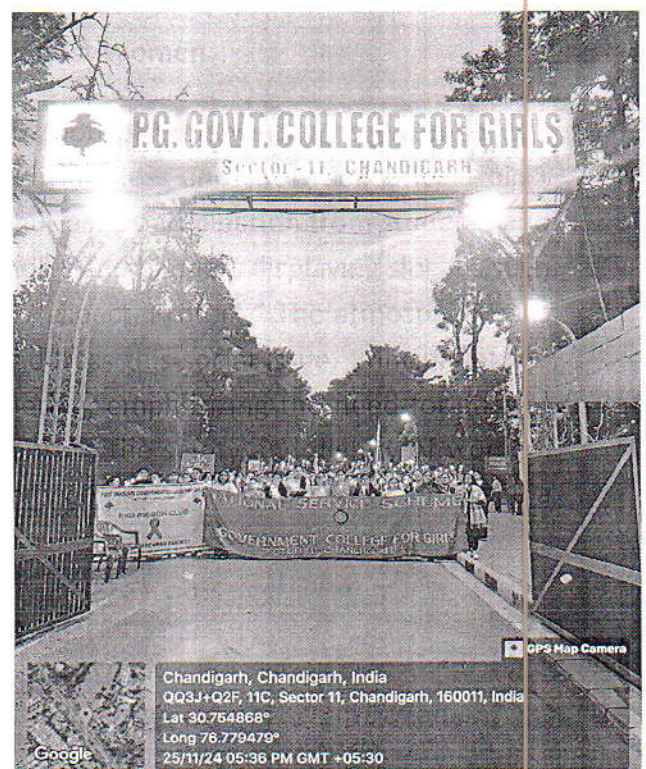
In collaboration with JMJS foundation and Food Safety Trainer, plantation drive from 12th to 16th Aug, 2024 on the theme Beti Bachao Beti Padhao was carried out at the campus and at the village Khudda Jassu by the NSS volunteers. The tree plantation drive in Khudda Jassu slums, and cremation grounds was a significant step towards environmental stability and community empowerment. The active involvement of community members, especially women highlight the importance of collective action. Additionally, stationery and food items were distributed to the slum dwellers, particularly fifteen girls in Khudda Jassu by NSS volunteers under Beti Bachao Beti Padhao Abhiyaan.

A unique celebration of Rakshabandhan was held in Khudda Jassu slum area, called "Vriksha Rakshabandhan." Our students, slum dwellers and the officers of JMJS tied rakhis (sacred threads) to the trees, an act fostering sense of community and commitment towards environment and nurturance of the trees planted.



International Day for the Elimination of Violence against Women

On 25th Nov, 2024 International Day for the Elimination of Violence against Women was observed. A candle march was organized to raise awareness and show solidarity against violence towards women. The event witnessed enthusiastic participation from students and faculty members. The participants were holding candles and banners displaying slogans such as "Stop Violence against Women" and "Empower, Respect, Protect." The atmosphere was solemn yet determined, reflecting the urgency to address this social issue. Principal of the college Prof. Dr. Anita Kaushal addressed the gathering, emphasizing the need for stricter laws, better enforcement, and societal change to ensure the safety and dignity of women. The march ended with a moment of silence to honor victims of gender-based violence and a pledge to promote equality and justice.



One-Act Play: "Shattered Silence"

On 26th Nov, 2024, One-act play "Shattered Silence" was performed as part of the campaign against violence towards women. The play portrayed the emotional, psychological, and physical struggles faced by victims of domestic violence. Through powerful dialogue and expressive acting, the performers brought to life the story of a young woman trapped in an abusive relationship, her journey of self-realization, and her eventual decision to break free. The play also highlighted the role of society in perpetuating silence and the importance of support systems in empowering victims. The audience was deeply moved, with many praising the impactful performance. Both events successfully conveyed the message of zero tolerance for violence against women and the importance of collective action to bring about change.



UGC Regulations on Sexual Harassment – 2015


[UGC \(Prevention, Prohibition and Redressal of Sexual Harassment of women employees and students in Higher Education Institutions\) Regulation, 2015 : an analysis - iPleaders](#)


Law against Sexual Harassment (POSH Act) - 2013

[A2013-14.pdf](#)

Handbook on Sexual Harassment of Women at Workplace

[Handbook-on-Sexual-Harassment-of-Women-at-Workplace.pdf](#)


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