

Geeta University
Internal Complaints Committee (ICC)

Rationale:

In 1997, the Supreme Court issued specific guidelines for handling sexual harassment. These rules, which are required by law and must be followed, include what constitutes sexual harassment in the workplace, how to avoid it, how to punish violators, and what the employer must do to maintain a harassment-free workplace.

Geeta University has established the Internal Complaint Committee to Manage Gender Issues in accordance to Sexual Harassment of Women at workplace (Prevention, Prohibition and Redressal) Act, 2013. ICC was constituted not just to handle the complaints of sexual harassment of women in the workplace but also to impart the awareness, Knowledge and Counselling to the staff and students. These regulations clearly describe responsibilities of the higher educational institutions, grievance redressal mechanism, process for making complaints and conducting inquiry interim redressal, punishment and compensation, consequences of non-compliances etc.

Objectives of ICC:

Objectives of Internal Complaint Committee are:

- To create a policy against sexual harassment of women at the workplace, and its implementation accordance to the Sexual Harassment of Women at workplace (Prevention, Prohibition and Redressal) Act, 2013.
- To encourage a social and psychological atmosphere that will help spread awareness of sexual harassment in all of its manifestations.
- To establish a safe atmosphere in both the physical and social realms to prevent sexual harassment and gender-based discrimination
- To develop a long-term system for the University's prevention and resolution of cases of sexual harassment and other forms of gender-based violence.

Composition:

ICC has a membership of eight to ten people, and at least half of them are women. The Committee's chairperson is a female faculty member.

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Jurisdiction:

The policy and the rules & regulations would apply to all students, faculty and nonteaching staffs on active roles of Geeta University. The policy and the rules & regulations would also apply to service providers and outsiders who may be within the territory of the Geeta University at time of commission of the act coming under the purview of the policy.

Power and Duties of the Committee:

The committee will not invade anyone's privacy or serve as a moral police. The Committee's role is to raise awareness about sexual harassment, address cases of non-consensual sexual harassment, and suggest sanctions.

A) Gender Sensitization

Gender sensitization involves spreading awareness regarding issues relating to gender and sexuality as well as trying to create a supportive atmosphere for gender justice where everyone can collaborate with a sense of safety and dignity.

B) Preventive

To establish and maintain a sexual harassment-free work environment, including protection from coworkers and guests coming into contact at workplace.

C) Remedial

The procedure for filing complaints ought to be sensitive, secure, and easily accessible.

ICC Procedure:

1. The aggrieved party has three months from the date of the occurrence and three months from the date of the last incident to file a written complaint of sexual harassment with the ICC. The grievance ought to contain:

- **Complaint content**
- **Description of the incident**
- **Date(s)**
- **Respondents Name**
- **Parties working Relationship**

2. Before opening an investigation, the Committee may, at the request of the aggrieved party, take action to mediate a resolution between her and the respondent.

3. No financial agreement shall serve as the foundation for conciliation.

4. The ICC shall proceed to undertake an investigation into the complaint in accordance with the requirements of the service rules relevant to the respondent considering sexual harassment to constitute misconduct if conciliation is deemed to be impractical or if the aggrieved party does not desire conciliation.

5. The Committee has to submit a thorough, well-reasoned report to the Vice Chancellor following the conclusion of its study.

6. When the Committee determines that the accusation against the respondent is malicious, the aggrieved women or any other person filing the complaint filed it knowing it to be false, or the aggrieved women or any other person filing the complaint produced any forged or misleading document, the Committee may recommend to the Vice Chancellor that action be taken against the falsification.

7. The Vice Chancellor is not prohibited from taking into account any new information that may come to light or be presented to it while the inquiry proceedings are still ongoing or even after the results have been communicated to the Vice Chancellor.

Downloads:

- [VISHAKHA Guidelines](#)
- [Prevention of Sexual Harassment Act](#)
- [UGC Guidelines](#)