



Government Shivalik College, Naya Nangal



(NAAC Accredited Grade B)
Email.gcnayanangal@gmail.com

Internal Compliance Committee (ICC) & Anti Sexual Harassment Cell (ASHIC)

In pursuance of UGC (Prevention, prohibition and Redressal of sexual harassment of Women employees and Students in Higher Education Institutions) Regulations 2015 read With Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal Act, 2011, the Internal Compliance Committee & Anti Sexual Harassment Cell (ASHIC) of the Govt. Shivalik College Naya Nangal is constituted to deal with complaints, and to provide a healthy & congenial atmosphere for the staff and students of the college

Sexual **Harassment** includes any unwelcome sexually determined behaviour either directly or by implication, such as

- Verbal or physical threats
- Insulting, abusive, embarrassing or patronizing behaviour or comments
- Offensive gestures, language, rumours, gossip or jokes
- Humiliating, intimidating, demeaning and persistent criticism
- Open hostility or Suggestive comments or body language
- Isolation or exclusion from normal work or study place
- Publishing, circulating or displaying pornographic, racist, sexually suggestive or Offensive pictures or other materials
- Unwanted physical contact ranging from an invasion of space to a serious assault
- Eve-teasing or savoury 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
- Unsolicited physical touch or molestation
- Physical confinement against one's will and any other act likely to violate one's
- Privacy

Objectives

- To ensure a safe environment for students and staff
- To create a secure physical and social environment that deters acts of sexual harassment
- To develop principles and procedures for combating sexual harassment.

Roles & Responsibilities

- The complainant will have to submit a written and signed complaint addressed to the Coordinator of the Cell.



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- Coordinator will call the complainant for a personal meeting, usually within a week from the submission of the written complaint
- The members of the Cell will discuss the complaint.
- If the case falls outside the purview of the Cell, the complaint will be informed to the Principal.
- The case comes within the purview of the Cell, an enquiry committee will be set up and the committee will submit a report and recommend the action to be taken by the Principal.
- If any legal action is required, the complaint will be forwarded to the police with the help of an advocate.

If Found Guilty

Depending upon the severity of the case, punitive action may take any of the following forms.

- Warning
- Written apology
- Bond of good behaviour
- Adverse remark in the Confidential Report: Stopping of increments/promotion
- Suspension
- Dismissal
- Any other relevant actions

Caveat

All female faculty members, non-teaching staff and students must bear in mind that such complaints are of an extremely serious nature and should, on no account, be made in a frivolous manner. This platform should not be misused to settle personal scores or for any other non-genuine reason.

Procedure:

Send an email to gcnayanagal@gmail.com The inquiry shall be completed within a period of 30 days from the date of the complaint.

The ICC shall provide a report of its findings to the Principal within a period of 10 days from the date of completion of the inquiry and such report shall be made available to the concerned parties.

If the allegation against the respondent has been proved, the ICC shall recommend punitive action(s) to be taken against the respondent.

The Principal shall act upon the recommendation within 30 days of receiving it

Coordinator: Mrs. Gurmeet Kaur



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ANTISEXUAL HARASSMENT

The basic human right of gender equality and guarantee against sexual harassment & abuse more particularly sexual harassment at work places the University Grant Commission (UGC) has issued circulars since 1998, to all the universities advising them to establish a permanent cell and a committee to develop guidelines to combat sexual harassment, violence against women and ragging at the universities and colleges. It has further advised educational institutions to be proactive by developing a conducive atmosphere on the campus, where the status of woman is respected and they are treated with.

Keeping the UGC and the Supreme Court guidelines in view, Govt. shivalik college Naya nangal already had in existence a Sexual Harassment Redressal Cell since 2020-21, however considering the growing number of stakeholders in the college, the management decided to re-constitute committee against sexual harassment in 2020 to provide a healthy and congenial atmosphere to the staff and students of the college

Govt. Shivalik College sexual harassment committee consists of members of the faculty, administration, student representatives. The cell is committed to:

- Observe the law and Supreme Court guidelines on Sexual Harassment
- Sensitize the campus community on gender issues
- Addressing complaints from victims

Whenever a sexual harassment complaint is lodged or such a case comes to the committee's notice, the authorities concerned will immediately take action against the perpetrators Govt. Shivalik College has **zero tolerance** towards gender-based violence

All incidents under the purview of sexual harassment including but not limited to physical verbal, non-verbal, psychological harassment should be brought to the notice of the committee through a simple complaint to committee the using letters addressed in confidentiality. The committee then shall review the complaint and take the action after meeting with the complainant and the concerned perpetrator. All safety measures taken on the Campus regarding the above comes under the purview of the committee. The committee also maintains a complaint book to help students to lodge complaints This facility should be in addition to the email and other facilities to file complaints



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Notice

Anti -Sexual Harassment Cell Notification

On 2020, the Governing Council of the college approved de following policy and setup respective committees.

Anti Sexual-Harassment POLICY

It is Important that **Govt. Shivalik College** faculty, staff and students enjoy an environment free from implicit and explicit behaviour used to control, influence, or affect the well-being of any member of our community. Harassment of individuals based on their race, sex, religion colour, national or ethnic origin, age, disability, or genetic information is unacceptable and grounds for disciplinary action and also constitutes a violation of law. Equality unacceptable within the school is the harassment of individuals on the basis of their sexual orientation. Gender identity, or gender expression.

Measures Taken:

Conduct training and workshop for students / other members of organization to explain the importance of the cell and its Awareness on what qualifies as Sexual Harassment

In future, the governing body agreed to include this as part of the faculty and student orientation

SC/ST OBC matters: The governing council approved the idea of following all rules and regulations setup by government to be followed in this matter.

Anti-Ragging & Discipline Committee:

The governing council discussed the topic of ragging and **Discipline** decided to stop and prevent all attempts to against such activities at the college.

Members of the committee:

1. Mr. Arshad Ali, Assistant Professor Coordinator
2. Dr. Payal Jaswal, Guest Faculty
3. Mr. Jagpal Singh, Guest Faculty
4. Mrs. Neeru Chaudhary, Guest Faculty
5. Mrs. Leena, Guest Faculty
6. Mr. Rohit Kumar, H. E. I. S.
7. .Smt Harpreet Kaur Data Entry Operator

22/12/2020
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