

DYAL SINGH COLLEGE, KARNAL



Established in 1949

NAAC Re-Accredited Grade 'A⁺'

ISO 140001 and 9001 Certified

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POLICY: INTERNAL COMPLAINTS COMMITTEE AGAINST SEXUAL HARRASMENT OF WOMEN AT WORKPLACE (PREVENTION, PROHIBITION AND REDRESSAL)

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Dyal Singh College, Kanal is committed to gender equality and ensures safety to its stakeholders. In compliance of the rules and regulations laid down by the Hon'ble Supreme Court of India in its 13th August 1997 Judgment on the Writ Petition (Criminal) Vishaka v. State of Rajasthan, the Executive Council of Kurukshetra University, Kurukshetra vide its Resolution No. 25 dated 6th June 2005 approved a Policy against Sexual Harassment at the Workplace. Now the Policy against Sexual Harassment of Women is called "**The Internal Complaints Committee Against Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal)**".

The college is committed to provide all the women a place of work and study free from sexual harassment, intimidation or exploitation. It is expected that all students, faculty, staff, workers and officials will treat each other and the visitors to the college with respect. All members of the college, including those who are working on contractual/temporary basis are subject to this Policy. Anyone violating this Policy is liable to face disciplinary action. **Internal Complaints Committee (ICC)** of the College was framed in place of Anti-Sexual Harassment Committee in February, 2022. Since then, ICC is committed to deal strictly with the cases of sexual harassment and provide speedy justice to the needy.

The Internal Complaints Committee (ICC) of Dyal Singh College, Karnal is constituted by the Board and comprises:

- a- Principal (Convener)
- b- Vice-Principal
- c- Senior most lady teacher of the college
- d- In-charge Women's Cell
- e- Convener, Proctorial Board
- f- Convener, Sports Committee
- g- Convener, Cultural Activities
- h- Co-ordinator, NSS

which is further approved by the college Governing Body.

The names of the constituted college ICC committee members are sent to the ICC, KUK for intimation. The tenure of the ICC members is for a period maximum three years:

At present following are the members of the ICC:

(I) Two Faculty Members (at least one woman who shall be the Chairperson)

1. Mrs. Sarita - Chairperson
2. Sh. Rajesh Arora

(II) Two Wardens (at least one woman)

As the College is non-residential so the Senior faculty members appointed in place of Warden are :

3. Sh. Rajpal Singh (Proctor of the college)
4. Dr. Mukta Jain (Senior most female staff member)

(III) Three Students (one from each stream)

5. Arts Mansha B.A. Eng. Hons 3rd Sem Roll No. 1230192012
6. Science Vanshika Rana B.Sc. 3rd Sem Roll No. 1230241058
7. Commerce Mohini B.Com. Hons 3rd Sem Roll No. 1230979041

(iv) One officer and one staff member

8. Dr. Anita Agarwal (Incharge Women Development Centre)
9. Ms. Kavita (Restorer)

(V) One Eminent woman Academician from outside the College

10. Dr Pampa Sen Gupta

(VI) One woman representative of an NGO with special experience in issues of sexual harassment

11. Mrs. Shanta Ranga (Advocate)

(VII) One Women Counsellor

12. Dr. Chander Kanta

Main features of the policy laid by the ICC, KUK and followed by Dyal Singh College, Karnal:

- Reports of sexual harassment are taken seriously and dealt with promptly. The specific action taken in any particular case depends upon the nature and gravity of the conduct reported.
- The college respects the confidentiality and the privacy of individuals reporting or accused of sexual harassment to the extent reasonably possible.
- Reprisals against an individual who in good faith reports or provides information in an investigation about behavior that may violate this Policy is against the law and is not tolerated.

- Intentionally providing false information is considered as a ground for disciplinary action.
- Sexual Harassment compromises the integrity of the institution and its tradition of intellectual freedom. It also violates the principle of equality and dignity of its members. So, we follow a zero tolerance policy towards sexual harassment and strict action is taken against anyone found guilty of it.

Since the ICC has been working according to the KUK guidelines, for details kindly visit KUK website on the link given below:

https://kuk.ac.in/wp-content/uploads/2023/01/Rules_and_Procedures_ICCASH_2015-1.pdf

Link for the constitution of ICC is as follows:

[https://kuk.ac.in/userfiles/file/Year2021/Facilities/ICCASH%20Minutes%202021-22%20\(Correct\).PDF](https://kuk.ac.in/userfiles/file/Year2021/Facilities/ICCASH%20Minutes%202021-22%20(Correct).PDF)



(Dr Ashima Gakhar)
Principal



(Sushil Kumar)
Convener
IQAC



(Sarita)
Incharge
ICC