

Internal Complaints' Committee (ICC) of Vivekananda College was formed under the Sexual Harassment of Women at Workplace, Prevention, Prohibition and Redressal Act, 2013, (Hereinafter referred to as the Act). The Act provides protection against sexual harassment of women at workplaces and for the prevention and redressal of complaints of sexual harassment. This Act was adapted by the UGC to be followed by institutions of higher learning. **Vivekananda College follows UGC Regulations 2015 regarding Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and students in Higher Educational Institutions.**

The Act asserts that, no woman shall be subject to sexual harassment at any workplace. As per the Act, sexual harassment includes any one or more of the following unwelcome acts or behaviour (whether directly or by implication) namely:

- Physical contact and advances
- A demand or request for sexual favour
- Making sexually coloured remarks
- Showing pornography
- Any other unwelcome physical, verbal or non-verbal conduct of sexual nature.

The following circumstances, among other circumstances, if occur or is present in relation to or connected with any act or behaviour of sexual harassment may amount to sexual harassment:

- Implied or explicit promise of preferential treatment in her employment
- Implied or explicit threat of detrimental treatment in her employment
- Implied or explicit threat about her present or future employment
- Interference with her work or creating an intimidating or offensive or hostile work environment for her; or Humiliating treatment likely to affect her health or safety.

Complaints of Sexual Harassment: Any aggrieved woman/victim may make, in writing a complaint of sexual harassment at workplace to the ICC.

ICC is a quasi-judicial body formed and work independently to work towards prevention of sexual harassment and handle complaints, if any following proper procedures Anyone found guilty shall be punished in accordance with the UGC Regulations 2015, in this regard. ICC, Vivekananda College consists of the following members

Mrs. Vinay Trehan (Convenor)

Dr. Muskaan

Mr. Arunabha Bose

ICC, Vivekananda College is committed to creating the College a sexual harassment free institution and to promote gender sensitivity among students and teaching and non-teaching faculty. Therefore, it has proactively undertaken various programmes and activities for gender sensitization and awareness.