

INTERNAL COMPLAINTS COMMITTEE

Seth Narsingdas Mor College of Arts & Commerce & Smt. G.D. Saraf Science College, Tumsar advocates the empowerment of women and has zero tolerance for sexual harassment. The college has an Internal Complaints Committee which looks swiftly and diligently into matters related to sexual harassment. Complaint boxes have been placed at three different places in college for the reporting of grievances. Boards containing details of all members of the Committee have also been displayed. The college has tried to create awareness on the issue of sexual harassment by conducting workshops and lectures by lawyers and activists. Self-defence workshops have also been organized.

Seth Narsingdas Mor College of Arts & Commerce & Smt. G.D. Saraf Science College, Tumsar is committed to providing a place of work and study that is free of sexual harassment. Instances of sexual harassment will be taken seriously and dealt with promptly. Disciplinary action will be taken according to the nature and gravity of the behavior reported. The College will respect the confidentiality and privacy of individuals reporting and the accused of sexual harassment to the extent possible. Care will be taken to see that complainants, witnesses and the harasser does not face victimization and discrimination during the process of enquiry. Intentionally providing false information is a ground for disciplinary action. In case of a false complaint a penalty will be levied on the complainant. All members of the College – students, teaching faculty, administrative staff, both contractual and temporary will come under the purview of this policy.

What constitutes sexual harassment?

Sexual harassment as defined in the Sexual harassment of women at workplace (prevention, prohibition and redressal) Act, 2013 includes any one or more of the following 'Unwelcome' acts or behavior : (i) physical contact and advances; (ii) a demand or request for sexual favours; (iii) making sexually coloured remarks; (iv) showing pornography; or (v) any other unwelcome physical, verbal or non-verbal conduct of sexual nature. This would also include online harassment via internet, SMS and social network sites. Further, the following may also amount to sexual harassment: (i) implied or explicit promise of preferential treatment; (ii) implied or explicit threat of detrimental treatment; (iii) implied or explicit threat about present or future employment status; (iv) interference with work or creating an intimidating or offensive or hostile work environment; or (v) humiliating treatment likely to affect health or safety.

What Is Sexual Harassment As Per The Act?

It includes any of the following unwelcome behaviour, done either directly or through implication:

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

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

- An implied or explicit promise of preferential treatment in employment.
- An implied or explicit threat of detrimental treatment in employment.
- An implied or explicit threat about the present or future employment status.
- Interference with work or creating an intimidating or offensive or hostile work environment.
- Humiliating treatment likely to affect the lady employee's health or safety.

What Constitutes A Workplace?

Both private and government institutions and organisations are covered under the term 'workplace' in the Act. The workplace also includes dwelling houses. POSH applies to both the organised and unorganised sectors. It also extends to organisations carrying out commercial, vocational, educational, entertainment, industrial, financial activities, hospitals and nursing homes, educational institutes, sports institutions and stadiums used for training individuals and also applies to a dwelling place or a house.

The Process for Complaint and Inquiry :-

Step I: An aggrieved woman should give a written complaint either in person or through post or email. It should be submitted to the 'Prevention of Sexual Harassment and Atrocities against Women Committee' within 3 months of the date of the incident. The time limit may be extended for a further period of 3 months if, on account of certain circumstances, the woman was prevented from filing the complaint. If the aggrieved woman is unable to make a complaint, her legal heirs may do so.

Step II: On receipt of the complaint, the ICC will proceed to make an inquiry in accordance with the service rules or in their absence, in accordance with rules under the Act. The inquiry will be completed within 90 days. And the inquiry report will be submitted within 10 days from the date of completion of the inquiry.

Step III: If the ICC finds that the allegations against the respondent are proven, it will submit a report to the Principal to take action for sexual harassment as misconduct in accordance with the provisions of the applicable service rules or where no service rules exist, in accordance with rules framed under the Act.

Step IV: The college management will act on the recommendations of ICC within 60 days of the submission of the inquiry report.

Step V: Appeal against the decision of the ICC is allowed within 90 days of the recommendations.

Committee for prevention of sexual harassment and atrocities against students and women.

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