



JSS MAHAVIDYALAYA

JSS COLLEGE FOR WOMEN (AUTONOMOUS)

(An Autonomous College of University of Mysore: Re-Accredited by NAAC at 'A' Grade (CGPA: 3.07)
Saraswathipuram, Mysuru - 570 009

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Internal Complaints Committee (ICC)

The Internal Complaints Committee (ICC) is a committee established in accordance with the Sexual Harassment of Women at Workplace (Prevention, prohibition and redressal of sexual harassment of women employees and students in HEIs) Regulation, 2015.

Objectives of ICC:

- Prevent and prohibit sexual harassment of women at the workplace.
- Provide a fair and confidential complaint redressal mechanism.
- Ensure a safe and respectful work environment.

Roles and Responsibilities of ICC:

- Receive and investigate complaints of sexual harassment.
- Conduct inquiries and gather evidence.
- Provide support and counselling to the complainant.
- Recommend disciplinary action against the respondent.
- Monitor and review the implementation of the recommendations.

Sexual harassment means:

An unwanted conduct with sexual undertones if it occurs or which is persistent and which demeans, humiliates or creates a hostile and intimidating environment or is calculated to induce submission by actual or threatened adverse consequences and includes any one or more or all of the following unwelcome acts or behaviour (whether directly or by implication)

- Any unwelcome physical, verbal or nonverbal conduct of sexual nature.
- Demand or request for sexual favours.
- Making sexually coloured remarks.
- Physical contact and advances.
- Showing pornography.

Types of Sexual Harassment

- Physical harassment: Unwanted physical contact, including touching, grabbing, or assault.

- Verbal harassment: Unwanted verbal comments, including sexual innuendos, jokes, or threats.
- Non-verbal harassment: Unwanted non-verbal behaviour, including staring, leering, or displaying explicit images.

Any one (or more than one or all) of the following circumstances, if it occurs or is present in relation or connected with any behaviour that has explicit or implicit sexual undertones-

- Implied or explicit threat of detrimental treatment in the conduct of work.
- Implied or explicit threat about the present or future status of the person concerned.
- Creating an intimidating offensive or hostile learning environment.
- Humiliating treatment likely to affect the health, safety dignity or physical integrity of the person concerned.

Procedure for Filing a Complaint:

- The complainant can submit a written complaint to the ICC.
- The complaint should include details of the incident, including dates, times, and locations.
- The ICC will acknowledge receipt of the complaint and initiate an inquiry.

Inquiry process:

- The inquiry shall be completed within a period of 90 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 60 days of receiving it.
- The ICC will provide a report of its findings and recommendations to the management.


Confidentiality and Transparency:

- The ICC will maintain confidentiality throughout the inquiry process.
- The ICC will provide regular updates to the complainant and the respondent.
- The ICC will ensure transparency in its proceedings and decisions.

Composition of ICC:

Under the Chairmanship of the Principal Dr. Rechanna

1	Dr. D. M. Lokeshwari	HoD, Chemistry	Convener
2	Smt. Shashikala	Local Ladies Police Officer (Serving at Kuvempunagar Police Station)	Member
3	Dr. M S Maheshwari	Biotechnology	Member
4	Dr. Roopa	Economics	Member
5	Smt. Divya M P	Commerce	Member
6	Smt. Manjula C N	Office	Member
7	Smt. Geetha N R	Office	Member
8	Smt. Deepu N	Office	Member
9	Meghana BS	Student Representative	Member
10	Sinchana M	Student Representative	Member


Principal
PRINCIPAL
JSS COLLEGE FOR WOMEN
(Autonomous)
Saraswathipuram, MYSORE-9