

### **Internal Complaints Committee(ICC),GHBC**

In pursuance of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 and as per the UGC Regulations 2015 (Prevention, Prohibition and Redressal of Sexual Harassment of women employees and students in higher educational institutions) and the subsequent Rules framed there under, the Internal Complaints Committee, Government Hrangbana College was constituted in the year 2020 with the following objectives and responsibilities:

- To implement the Anti-Sexual Harassment Act at workplace and to receive all cases of sexual harassment
- Submit an Annual Report (The number of case filed at their disposal and details regarding the case)
- Bring about awareness about what comprises 'Sexual Harassment' at the workplace by way of making posters, documents, notices, etc.
- To deal with all cases of sexual harassment in a time bound manner, aiming at ensuring support services to the victimized and termination of the harassment.
- In this regard, the ICC
  - 1) is entitled to initiate an inquiry into the complaint of a sexual harassment incident at workplace
  - 2) is empowered to summon witnesses and parties before the committee to give statement
  - 3) can assert its powers and summon evidence to be examined, if it is deemed necessary to do so by the Committee

Once the inquiry is completed and if the Internal Complaints Committee finds the person guilty, the ICC has the responsibility of recommending appropriate punitive action against the guilty party to the concerned authority.

#### **PROCESS OF MAKING COMPLAINT OF SEXUAL HARASSMENT:**

1.An aggrieved person is required to submit a written complaint of sexual harassment to the ICC within three months from the date of incident of sexual harassment and in case of a series of incidents of sexual harassment within a period of three months from the date of the last incident of sexual harassment.

2.If the complaint cannot be made in writing ,the Presiding Officer or any member of the ICC shall render all reasonable assistance to the person for making a written complaint.

3.The ICC may,for reasons to be put in writing, extend the time limit not exceeding three months, if ICC is satisfied that there were circumstances which prevented the person from filing a complaint within the said peiod.

4.Friends ,relatives ,colleagues,psychologists or any other associate of the victim may file the complaint if the aggrieved person is unable to make a complaint

Ref: [https://www.ugc.ac.in/pdfnews/7203627\\_UGC\\_regulations-harassment.pdf](https://www.ugc.ac.in/pdfnews/7203627_UGC_regulations-harassment.pdf) (pages 10-18)

Member Details:

Presiding Officer	Dr Rohmingliani
Members	Dr B Lalfakawmi
	Ms Marie Zodinpuui
	Dr Lalnunpuia Sailo
	Ms Ngurliani Sailo
	Mr Sangchhuankhuma
Legal expert	Ms Ramdinmawii,Advocate
External Member	Letter informing and requesting nominee for membership has been submitted to MHIP,Chandmari Branch.Reply from the said body is awaited.
Student Member	General Secretary,S.U,GHBC