



CUHP/REG/INT/2022/1592

29th September, 2022**CONSTITUTION : INTERNAL COMPLAINTS COMMITTEE (ICC)**
AGAINST SEXUAL HARASSMENT AT WORKPLACE
FOR THE ACADEMIC YEAR (2022-23)

As enshrined in the Preamble to the Constitution of India, "equality of status and opportunity" must be secured for all its citizens; equality of every person under the law is guaranteed by Article 14 of the Constitution. In Terms of Section (2) of the Sexual Harassment at workplace (Prevention, Prohibition and Redressal) Act 2013, the Honorable Vice-Chancellor has constituted the Internal Complaint Committee against Sexual Harassment of Women to ensure the security and protection of the female students and teaching/non teaching staff of the University comprising of the following members:

<u>Academics:</u>	<u>Hostels:</u>	<u>Transport:</u>
Dr. Shaily Jain – Chairperson Members: <ul style="list-style-type: none">• Dr. Divya Dheer• Dr. Madhu Gupta• Dr. Ruchi Sharma• Ms. Navdeep Kaur• Student Counselor• Mr. Rohit Kumar – NGO Activist (External)• Ms. Arshita Bansal (Student Id: 2011981017)• Ms. Ayushi Pathak (Student Id: 2111981059)• Ms. Avishka Dhiman (Student Id: 2211981117)	Ms Shashi Diwan – Chairperson Members: <ul style="list-style-type: none">• Ms. Preeti Chauhan• Ms. Shivani Gautam• Dr. Sandhya Sharma• Student Counselor• Mr. Rohit Kumar – NGO Activist (External)	Dr. Vijay Kumar Sinha – Chairperson Members: <ul style="list-style-type: none">• Dr. Monika Parmar• Dr. Sapna Saxena -• Dr. Gagandeep Kaur• Dr. Neha Kumra• Student Counselor• Mr. Rohit Kumar – NGO Activist (External)

Sexual Harassment under Section 2 (n)

"Sexual harassment" includes any one or more of the following unwelcome acts or behaviour (whether directly or by implication) namely:

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

Process of making complaint of sexual harassment:

Timelines as per the Act:

Submission of Complaint	Within 3 months of the last incident
Notice to the Respondent	Within 7 days of receiving copy of the complaint
Completion of Inquiry	Within 90 days
Submission of Report by ICC	Within 10 days of completion of the inquiry
Implementation of Recommendations	Within 60 days
Appeal	Within 90 days of the recommendations

University Campus

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Himachal Pradesh 174 103 T +91.1795.661011

Administrative Office

Saraswati Kendra, SCO 160 - 161
Sector 9-C, Chandigarh - 160 009
T +91.172.4090900

**Terms of Reference:**

The Constituted Committee will deal with the following:

1. Implementation of security procedures and policies for women.
2. Addressing the complaints regarding any misbehavior with women and respect confidentiality of the complainant.
3. Assisting the complainants and providing them with suitable solution and corrective actions.
4. Investigating the cases and recommending action against offenders
5. Providing emotional support and counseling to the victims of sexual harassment.
6. Counseling services for the students and conducting seminars on women safety,
7. Organizing special classes for self defense of the women.
8. Showing the short films addressing such problems and rights of the women.
9. Formation of student clubs focused on preventing sexual harassment and other related issues, if required.
10. Appointment of Coordinators in the University buses to keep a check on the discipline in the buses, alongwith the policy to drop only male student or faculty on the last stop.
11. Providing information through banners and notices by displaying them in the campus and buses about the contact details of the members of Internal Complaints Committee and helpline numbers/email ids.
12. ICC shall comply with the procedure prescribed in the UGC Regulations 2015 and the Sexual Harassment Act for inquiring into the complaint in a time bound manner.


Registrar

Copy to: All Concerned

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