



GOVT. NATIONAL COLLEGE, SIRSA

राजकीय नैशनल महाविद्यालय, सिरसा

B++ Grade, NAAC Accredited

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**Anti – Sexual Harassment Policy & Internal
Complaints Committee (ICC)**

**Govt. National College, Sirsa
2025-26**

Anti-Sexual Harassment Policy & Internal Complaints Committee (ICC)

Govt. National College, Sirsa

Policy Statement

Govt. National College, Sirsa is committed to providing a safe, secure, and respectful environment for all students, faculty, and staff. The institution strictly prohibits sexual harassment in any form and ensures zero tolerance towards such misconduct in accordance with the provisions of:

- **The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013**
- UGC Regulations, 2015

Definition of Sexual Harassment

Sexual harassment includes any unwelcome act, whether directly or indirectly, such as:

- Physical contact and advances.
- A demand or request for sexual favors.
- Sexually colored remarks, gestures, or comments.
- Showing pornography.
- Any other unwelcome physical, verbal, or non-verbal conduct of a sexual nature.

Internal Complaints Committee (ICC)

To address complaints of sexual harassment, an **Internal Complaints Committee (ICC)** has been constituted at the college.

Composition of ICC

(as per UGC/GOI guidelines)

1. Presiding Officer – A senior woman faculty member.
2. At least two faculty members committed to the cause of women.
3. One non-teaching staff member.
4. One student representative (if the matter relates to students).
5. One external member from an NGO/association committed to women's cause.

Functions of ICC

- Receive and address complaints related to sexual harassment.
- Conduct inquiries in a fair, confidential, and time-bound manner.
- Recommend appropriate disciplinary action against guilty parties.
- Organize awareness and sensitization programs for staff and students.
- Maintain annual reports of cases handled and preventive actions taken.

Complaint Mechanism

- Any aggrieved woman can file a written complaint to ICC within **3 months** of the incident.
- Complaints may be submitted in person, via email, or in writing at the ICC office.
- ICC shall conduct a preliminary inquiry and initiate further proceedings as per law.
- The identity of the complainant and proceedings shall remain strictly confidential.

Punishment and Action

- If found guilty, appropriate disciplinary action will be recommended as per service rules / institutional regulations.
- Malicious complaints, if proven, may also invite suitable action.

Awareness & Prevention

- The college will regularly conduct workshops, awareness campaigns, and orientation programs.
- Posters and notices regarding the policy will be displayed at prominent places in the campus.

Committee of Internal Complaints Redressal Cell of the College

Preety Monga (Presiding Officer)

Harvinder Singh

Veena Raheja

Meet

Rajni, Clerk

Priya Nagpal J.L

Adv. Chander Kalan External Member