

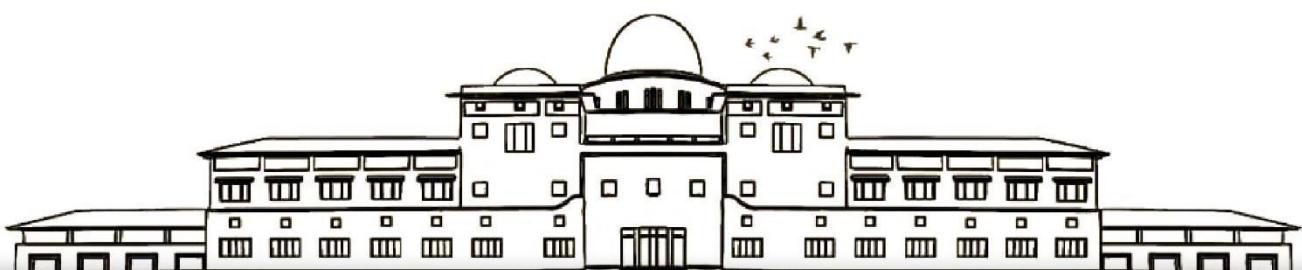


SAFI INSTITUTE OF ADVANCED STUDY (SIAS)



**INTERNAL COMPLAINTS COMMITTEE
(ICC)**

**INTERNAL QUALITY ASSURANCE CELL
(IQAC)**



INTERNAL COMPLAINTS COMMITTEE

SAFI Institute of Advanced Study (SIAS) has zero-tolerance against disrespect and exploitation of women. The Anti Sexual Harassment cell of SIAS was constituted on 16th August 2015 and was renamed as Internal Complaints Committee (ICC), according to the University Grants Commission Regulations, 2015. The ICC has been established according to provisions of “The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013”.

SIAS has committed itself to providing a congenial and conducive atmosphere in which students, teachers, and non-teaching staff can work together in an environment free of violence, harassment, exploitation, and intimidation. This includes all forms of gender violence, sexual harassment and discrimination on the basis of gender. Every member is expected to be aware of the commitment to the right to freedom of expression and association, it strongly supports gender equality and opposes any form of gender discrimination and violence.

This cell is constituted with a view to effective enforcement of the basic human right of gender equality and guarantee against harassment and abuse on campus. The proactive role of the Cell aims to combat sexual harassment, violence against women, and ragging at the college. If such an incident comes to the notice of the authority, the students concerned will be given the opportunity to explain their behavior before the committee. If they are found guilty, they will be suspended/ expelled from the institution on the recommendation of the committee.

POLICY AND REGULATIONS

Objectives of the committee:

- To develop policies against sexual harassment of women at the institute.
- To develop a mechanism for the prevention and redressal of sexual harassment cases and other acts of gender-based violence at the institute.
- To maintain the commitment of the Institute to provide an environment free of gender-based discrimination.
- To create a secure physical and social environment to deter any act of sexual harassment.

Complaint Registration:

- The complaints related to Sexual Harassment can be submitted to any member of the College ICC or by using the online portal in the college website.
- A “Complaint Box” has also been provided near the office for dropping the grievance letter.

Functions of the Committee

- To develop a mechanism for registering complaints which should be confidential, accessible, and sensitive.
- To take cognizance of complaints about sexual harassment, conduct enquiries, provide assistance and redressal to the victims, recommend disciplinary action or take immediate action against the harasser, if necessary.
- To follow-up action and monitor the same.
- To recommend the college authority to provide assistance to the petitioner, if she chooses to file a complaint in relation to the offense under “Indian Penal Code” or any other law for the time being in force.
- To recommend the college authority to provide the medical intervention with the consent of the complainant or even without consent in such cases where the petitioner is physically or mentally incapacitated to give her consent.
- To recommend the college authority to arrange for appropriate psychological, emotional, and physical support (in the form of counselling, security, and other assistance) to the victim if desired.

Links to the website to know more about ICC:

<https://dst.gov.in/sites/default/files/1.%20shc%20acts2013.pdf>

<https://dst.gov.in/sites/default/files/2.%20Handbook%20on%20Sexual%20Harassment%20of%20Women%20at%20Workplace.pdf>

<http://ncw.nic.in/ncw-cells/complaint-investigation-cell>

<https://dst.gov.in/sites/default/files/5.%201013-7-2016-esttAIII.pdf>