

## Internal Complaints Committee (ICC)

The primary goal of the Internal Complaints Committee is to prevent, prohibit and redressal sexual harassment of female staff and students in the college campus.

**Definition of Sexual Harassment:** For the purpose of this policy, sexual harassment shall include:

Any type of unwanted, uninvited verbal or physical behaviour that affects someone's ability to execute their job by fostering a fearful or uneasy work atmosphere.

Unwelcome sexually suggestive behaviour in any form, including:

- a) Making advances or physical contact.
- b) Asking for or demanding sexual favours.
- c) Making sexually suggestive comments.
- d) Displaying pornography;
- e) Engaging in any other unwanted physical, verbal, or nonverbal sexual behaviour.

### Functions & responsibilities of the committee:

- a) Raising awareness of the problems women encounter as a result of discrimination and gender prejudice.
- b) To offer a forum for raising awareness of gender discrimination-related issues and, in turn, developing preventive measures.
- c) To deliver information on women's legal rights and regulations.
- d) To expedite the administration of justice by handling each complaint and taking appropriate action.

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