

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.

