

Internal Complaints Committee (ICC)

An internal complaint committee of a university is a body that is responsible for receiving, investigating and resolving complaints of sexual harassment within the university. The committee comprises of a group of individuals who are trained in handling such issues and ensuring that justice is served to the complainants.

The government had introduced a law against sexual harassment, it is known as the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013, (POSH Act). Under this Act, there are provisions that call for a sexual harassment committee to be set up in every workplace so that there can be frequent reporting of the harassment cases.

Gender equity, including protection from sexual harassment and right to work with dignity is universally recognized basic human right. To renounce practices derogatory to the dignity of women, Dr. Hari Singh Gour Vishwavidyalaya, Sagar hereby introduces and enforces Ordinance-15 titled “Sensitization, Prevention and Redressal of Sexual harassment” (SPARSH). The Internal Complaints Committee (ICC) consist of the members, who will be nominated by the Vice-Chancellor. (Attached)

Objectives of the ICC

- To sustain the dignity of women.
- To facilitate congenial working environment so that any female employee/student is not subjected to gender specific discrimination.
- To consider the complaint of the grievances from female teaching staff, non-teaching staff and students and investigate them thoroughly within stipulated time.
- To ensure confidentiality and time bound response to the complaints.
- To heighten awareness and sensitivity to this important issue amongst all the female staff and students. For this purpose, motivational and awareness activities shall be organized.

Roles and Responsibilities of ICC

- To receive the complaint from the female employees on harassment and discrimination in the workplace by other employees.
- To receive the complaint from female students on harassment and discrimination in the classroom and in relation to academic activities by faculty /staff/student.
- To receive the complaint from female residents on harassment, assault and other forms of misbehavior by employees / student.
- For any grievances, Internal Complaints Committee will examine all matters related to female employees and students in the University and will make suggestions/proposals to the University administration regarding such matters.
- The ICC will examine particular complaints and will make recommendations on actions to be taken on specific complaints.
- The committee will also arrange programs on Women's Day and at other times, as is deemed necessary.

Powers of the Internal Complaints Committee

The Internal Complaints Committee is vested with all the powers necessary to undertake the functions of prohibition, prevention, and redressal of sexual harassment of women at the workplace. According to the POSH Act, the ICC is –

- Empowered to initiate the inquiry on the complaint filed against sexual harassment.
- It has the power to collect the evidence and summon the witnesses.
- It can also recommend the measures and actions to be taken to try another such case in the future.

The ICC is achieving the three objectives of the Act, i.e., Prohibition, Prevention and Redressal of the problem of sexual harassment and let the women work with dignity in a comfortable environment upholding the constitutional spirit.

Procedure –

On receiving a complaint of sexual harassment, the ICC shall conduct an inquiry into the complaint by obtaining information from the complainant and the defendant and any witnesses, determining if there are individuals with direct or indirect information

regarding the complaint, and, if so, by interviewing them or by obtaining information from such other persons and making such inquiries as it thinks fit. The ICC shall record its findings and recommend appropriate action on the basis of the findings.

The committee will meet frequently, review the position of gender issues in the institute and maintain minutes of the meeting. The Committee will report to the administration of the University.

Internal Complaints Committee

DETAILS OF CASES SINCE 2017

Year	No. of cases	No. of cases solved	No. of cases pending
1 April 2017 to 31 March 2018	3	3	0
1 April 2018 to 31 March 2019	1	1	0
1 April 2019 to 31 March 2020	2	1	1
1 April 2020 to 31 March 2021	1	0	1
1 April 2021 to 31 March 2022	00	0	1
1 April 2022 to 31 March 2023	07+02 (Earlier pending)	7	2

Training and awareness

The university has taken the measures to raise awareness about sexual harassment and other forms of discrimination. The committee has carried out the several activities as follows -

1. Awareness programme conducted on 9 Dec 2021
2. Workshop conducted on Women's Day on 8 March 2021.
3. A seminar was conducted on No Abuse Day on 19 Sept 2022







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डॉ. हरीसिंह गौर विश्वविद्यालय, सागर (म.प्र.)
(केन्द्रीय विश्वविद्यालय)
DR. HARI SINGH GOUR VISHWAVIDYALAYA, SAGAR (M. P.)
(A Central University)

No.R/Estt./2022/ 7675

23 May 2022

NOTIFICATION

Sub: Constitution of Internal Complaints Committee (ICC) for dealing with complaints regarding Sexual Harassment of Women and Student at workplace, in accordance with the Gazette Notification published on dated 02 May 2016 reg. -

1. An Internal Complaints Committee (ICC) of Dr. Harisingh Gour Vishwavidyalaya, Sagar is hereby re-constituted in pursuance of the UGC (Prevention, Prohibition & Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institution) Regulation 2015. This Committee is comprising of following members :-

Sl. No.	Name	Designation	Position	Contact No.
1	Prof. Asmita Gajbhiye	Professor	Presiding Officer	9425038954
2	Ms. Anupama Pandit Saxena	Astt. Prof.	Member	9406511585
3	Dr. Sarvendra Yadav	Astt. Prof.	Member	9425424894
4	Dr. Vandana Gupta	Social Worker	Member	9425656292
5	Dr. Kiran S. Maheshwari	Medical Officer	Member	9098077287
6	Shri Brijbhushan Singh	Law Officer	Member	9806768155
7	Shri Dinesh Tomar	Ph.D. Scholar	Member	8319973654
8	Ku. Aayushi Tomar	PG Student	Member	8962677976
9	Ku. Siddhi Jain	UG Student	Member	8641099134

2. The ICC will discharge its duties and functions as per the provisions as prescribed in the aforesaid Act.
3. The tenure of the Committee will be for a period of Three Years from the date of issue of this Office Order.

By order,

Registrar (Offg.)
23/5/2022

Copy to:- For information & Necessary action.

1. Presiding Officer & All Members.
2. Secretary, UGC, Bahadur Shah Zafar Marg, New Delhi.
3. Director (CU), Department of Higher Education, Ministry Of Education, Govt. of India, New Delhi.
4. All Administrative Deans/Directors.
5. All Deans of Schools/All HoDs./All Faculty Members.
6. I/c Controller of Examinations, Prof. in-charge Library, I/c Finance Officer.
7. Proctor, Chairman Council of Wardens and Chief Wardens.
8. All Officers.
9. All Employees.
10. All Students.
11. I/c Media Officer.
12. All Section Officers, Section In-charge.
13. In-charge, University IT Cell - with a request to upload this Notification in the Vishwavidyalaya Website.
14. PS to Hon'ble Vice Chancellor - For Information please.
15. PA to Registrar
16. Guard File

23.5.2022
Joint Registrar (Estt.)