

ST. GONSALO GARCIA COLLEGE, VASAI

INTERNAL COMPLAINTS COMMITTEE (ICC)

Our college is committed for providing safe academic and working environment to all students and its women employees. In pursuance of “UGC (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations 2015” and as per the directives issued by Maharashtra State Commission For Women (MSCW), our college college constituted ICC.

Internal Complaints Committee (ICC) as under is constituted to deal with the complaints relating to sexual harassment at workplace. The ICC comprises of the following members:

Sr. No	Names	Designation
1	Prof.SarithaKurien	Presiding Officer
2	Prof.EvonneSakharani	Member
3	Prof. Sebastian Rebello	Member
4	Mrs.VimalaRebello	Member
5	Mr.Chaitanya Veer	Member
6	Ms.AnujaRaut	Student Member (TYBA)
7	Mr. Ibrahim Shaikh	Student Member (TYBA)
8	Ms.Tinu John	Student Member (TYBcom)
9	Mr.KiranBadhe	NGO representative

Functions:

- Conduct preliminary enquiry of all reported cases and / or complaints relating to sexual harassment at workplace involving all sections of members of faculty, staff and students of the institute.
- Submit the preliminary enquiry report to the Principal along with all documents and recommendation of possible punishment if any.

- Evolve and suggest means to take preventive measures.
- In case of allegations are not in the nature of sexual harassment, ICC may refer such complaints to the Grievance Redressal Cell.

Definition of Sexual Harassment:

"**Sexual harassment**" includes any unwelcome sexually inclined behaviour, whether directly or indirectly, such as:

- Physical contact and advances
- Demand or request for sexual favours
- Sexually coloured remarks
- Showing any pornography, or
- Any other unwelcome physical, verbal or non-verbal conduct of sexual nature

The following is also sexual harassment and is covered by the committee:

- Eve-teasing
- Unsavory remarks,
- Jokes causing or likely to cause awkwardness or embarrassment,
- Innuendos and taunts,
- Gender based insults or sexist remarks,
- Unwelcome sexual overtone in any manner such as over telephone (obnoxious telephone calls) and the like,
- Touching or brushing against any part of the body and the like,
- Displaying pornographic or other offensive or derogatory pictures, cartoons, pamphlets or sayings,
- Forcible physical touch or molestation and
- Physical confinement against one's will and any other act likely to violate one's privacy.

The Committee shall meet as often as may be needed and appropriate.

Key Elements of Workplace Sexual Harassment :

- Behaviour that is
 - – UNWELCOME ,
 - SEXUAL in nature ,
 - SUBJECTIVE experience,
 - IMPACT not intent is what matters,
 - often occurs in a matrix of POWER .

Some examples of behaviour that constitute sexual harassment at the workplace:

- Making sexually suggestive remarks or innuendos.
- Serious or repeated offensive remarks, such as teasing related to a person's body or appearance.
- Offensive comments or jokes.
- Inappropriate questions, suggestions or remarks about a person's sex life.
- Displaying sexist or other offensive pictures, posters, mms, sms, whatsapp, or e-mails.
- Intimidation, threats, blackmail around sexual favours.
- Threats, intimidation or retaliation against an employee who speaks up about unwelcome behaviour with sexual overtones.
- Unwelcome social invitations, with sexual overtones commonly understood as flirting.
- Unwelcome sexual advances which may or may not be accompanied by promises or threats, explicit or implicit.
- Physical contact such as touching or pinching.
- Caressing, kissing or fondling someone against her will (could be considered assault).
- Invasion of personal space (getting too close for no reason, brushing against or cornering someone).
- Persistently asking someone out, despite being turned down.
- Stalking an individual.

- Abuse of authority or power to threaten a person's job or undermine her performance against sexual favours.
- Falsely accusing and undermining a person behind closed doors for sexual favours.
- Controlling a person's reputation by rumour-mongering about her private life.

Note: Every ICC member serves the office for the term of three years as per the guidelines and the students till their last day in the college.

-

Activities:

- a) Workshops for creating awareness
- b) Invited Lectures by legal experts
- c) Exhibitions for creating awareness

If you think you are harassed or being harassed, what should you do?

ICC e-mail – ggcollegeicc@gmail.com

Your complaint will be kept CONFIDENTIAL

Useful Documents:

<http://www.ggcollege.ac.in/wp-content/uploads/2020/03/Policy-Paper-1.pdf>

https://www.ugc.ac.in/pdfnews/7203627_UGC_regulations-harassment.pdf

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

END