

DYAL SINGH COLLEGE, KARNATAK



Established in 1949

NAAC Re-Accredited Grade 'A'

ISO 14001 and 9001 Certified

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ANTI SEXUAL HARRASMENT/ INTERNAL COMPLAINT POLICY

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Dyal Singh College, Karnal is committed to gender equality and ensures safety to its stakeholders. It strictly follows the guidelines on the prevention and deterrence of sexual harassment in the workplace as per the rules and regulations laid down by the Hon'ble Supreme Court of India in its 13th August 1997 Judgment on the Writ Petition (Criminal) *Vishaka v. State of Rajasthan*. The Executive Council of Kurukshetra University, Kurukshetra had also approved a Policy against Sexual Harassment at the Workplace as per the above directions. Since the college is affiliated to Kurukshetra University Kurukshetra, it adheres to the Rules and Procedures of the ICC which were approved in Toto by Kurukshetra University Executive Council Resolution No. 25 dated 6th June 2005.

In pursuance of the **Sexual Harassment of Women At Workplace (Prevention, Prohibition and Redressal) Act, 2013**, the Policy has now been modified in compliance with the provisions of the said Act. **Further, the Policy against Sexual Harassment of Women shall now be called The Internal Complaints Committee Against Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal): Rules and Procedures.**

NOTIFICATION OF THE EXECUTIVE COUNCIL REGARDING POLICY AGAINST SEXUAL HARASSMENT AT WORKPLACE

The Executive Council of the University, in its meeting held on 14.10.2015 vide Res. No. 33 approved a Policy against Sexual Harassment of Women called 'The Internal Complaints Committee Against Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal): Rules and Procedures.

Dyal Singh College Karnal, Haryana is committed to provide to all women a place of work and study free from sexual harassment, intimidation or exploitation. It is expected that all students, faculty, staff, karamcharis and officials shall treat one

another and visitors to the college with respect. All members of the college, including those who are in temporary or short term positions are subject to this Policy. Anyone violating this Policy is liable to disciplinary action.

Reports of sexual harassment are taken seriously and dealt with promptly. The specific action taken in any particular case depends upon the nature and gravity of the conduct reported. The college recognizes that confidentiality is important. The college respects the confidentiality and privacy of individuals reporting or accused of sexual harassment to the extent reasonably possible. Reprisals against an individual who in good faith reports, or provides information in an investigation, about behaviour that may violate this Policy, are against the law and is not tolerated. Intentionally providing false information, however, is considered to be a ground for disciplinary action.

The college is committed to principles of free inquiry and free expression. Vigorous discussions and debates are fundamental to the pursuit of knowledge, and this Policy is not intended to stifle teaching methods or freedom of expression. The college believes that sexual harassment, however, is not the proper exercise of academic freedom, nor can it be proclaimed as freedom of expression. It compromises the integrity of the college and its tradition of intellectual freedom, and it also violates the principle of equality and dignity of all its members.

The college has formed its own structure in the form of Committee in its various meetings to deal strictly with the cases of sexual harassment and provide speedy justice to the needy. It is pertinent to mention that now a broad committee namely Internal Complaint Committee (ICC) of the College has been framed in place of Sexual Harassment Committee. The broad framework of the committee is given below:

Internal Complaints Committee (ICC)

The composition of Internal Complaints Committee (ICC) of Dyal Singh College, Karnal appointed unanimously by the Board is as follows:

(I) Two Faculty Members (at least one woman who shall be the Chairperson)

1. Mrs. Manishaa Sharma - Chairperson
2. Sh. Sanjay Kumar

(II) Two Wardens (at least one woman). As the College is non-residential. Senior faculty members who have been appointed in place of warden are:

3. Sh. Rajpal Singh (Proctor of the college)
4. Mrs. Sarita Ganotra (Senior most female staff member)

(III) Three Students (from each stream)

1. Arts - Miss. Jyotsana, BA 5th Sem, Roll no. 3655220002.
2. Science- Miss. Arzoo, BSc Roll no. 3149820022.
3. Commerce -Miss Smriti B Com Roll no 3149720039

(iv) One officer and one staff member

5. Dr. Rajni Seth (W.D.C.)
6. Ms. Kavita (Restorer)

(V) One Eminent woman Academician from outside the University

10. Mrs. Santosh Atreja
(Formerly General Secretary Child Welfare Council, Haryana)

(VI) One woman representative of an NGO with special experience in issues of sexual harassment

11. Dr. Ranjna Sharma (Director, Swayam Siddha NGO)

(VII) One Women Counsellor

12. Dr P.Sen Gupta (Member, Governing Body of the College)

The ICC has been working according to the KUK guidelines since the session 2021-2022. For details please visit KUK website on the link given below:

[https://kuk.ac.in/userfiles/file/Year2021/Facilities/ICCASH%20Minutes%202021-22%20\(Correct\).PDF](https://kuk.ac.in/userfiles/file/Year2021/Facilities/ICCASH%20Minutes%202021-22%20(Correct).PDF)

(Dr Ashima Gakhar)
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Convener
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