

DYAL SINGH COLLEGE, KARNAL



Established in 1949

NAAC Re-Accredited Grade 'A'

and ISO 140001 & 9001 Certified

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POLICY: INTERNAL COMPLAINT COMMITTEE AGAINST SEXUAL HARRASMENT OF WOMEN IN THE WORKPLACE (PREVENTION, PROHIBITION AND REDRESSAL)

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(PREVENTION, PROHIBITION AND REDRESSAL)

Dyal Singh College, Karnal is committed to gender equality and ensures safety to its stakeholders. In compliance of 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 vide its Resolution No. 25 dated 6th June 2005 approved a Policy against Sexual Harassment at the Workplace. Now the Policy against Sexual Harassment of Women is called **“The Internal Complaints Committee Against Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) “**

The college is committed to provide all the 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 will treat each other and the 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 face disciplinary action.

Internal Complaint Committee (ICC) of the College has been framed in place of Sexual Harassment Committee in February of 2022. Since than ICC is committed to deal strictly with the cases of sexual harassment and provide speedy justice to the needy.

The Internal Complaints Committee (ICC) of Dyal Singh College, Karnal is constituted by the Board comprising of:

- a- Principal (convener)
- b- Vice- principal
- c- Senior most lady teacher of the college
- d- In-charge women's cell
- e- Convenor, proctorial board
- f- Convenor, Sports board
- g- Convenor, Cultural Activities
- h- Co-Ordinator, NSS

Which is further approved by the college governing body

The names of the constituted college ICC committee members are sent to the ICC, KUK for intimation. The tenure of the ICC members is for a period not more than three years

At present following are the members of the ICC:

(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 so the Senior faculty members 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)

- 5 Arts - Miss. Priya, BA 3rd Sem, Roll no. 1212042062003
6. Science- Miss. Sneha, BSc. 3rd Sem, Roll no. 1212042015067
7. Commerce - Miss Bodhita, B Com 3rd Sem, Roll no 1212042003020

(IV) One officer and one staff member

8. Dr. Rajni Seth (In-Charge Women Development Center.)
9. Ms. Kavita (Restorer)

(V) One Eminent woman Academician from outside the college

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)

Main features of the policy laid by the ICC, KUK and followed by Dyal Singh College, Karnal:

- 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 respects the confidentiality and the 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 behavior that may violate this Policy is against the law and is not tolerated.
- Intentionally providing false information is considered as a ground for disciplinary action.
- The college is committed to the principles of free inquiry and free expression. Vigorous discussions and debates are fundamental in the pursuit of knowledge. However, Sexual harassment is not the proper exercise of academic freedom nor can it be proclaimed as freedom of expression. It compromises the integrity of the institution and its tradition of intellectual freedom. It also violates the principle of equality and dignity of its members.

Since the ICC has been working according to the KUK guidelines, for details kindly 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)
Principal