



Public College of Commerce Dimapur : Nagaland

INTERNAL COMMITTEE ON SEXUAL HARASSMENT

INTRODUCTION:

Sexual Harassment is a form of gender discrimination which violates a woman's fundamental rights to equality and rights to life, guaranteed under Articles 14, 15 and 21 of the Constitution of India. The Prevention, Prohibition and Redressal Act 2013 (POSH Act) was enacted by The Ministry of Woman and Child Development in India in 2013.

Sexual harassment is a type of harassment that relates to a sexual nature and unwelcomed or inappropriate promise of reward in exchange for sexual favors. Sexual harassment includes a range of actions from mild transgressions to sexual abuse or assault.

OBJECTIVES OF THE COMMITTEE:

1. To comply with the provisions of the Sexual Harassment Acts and to develop and implement a policy against sexual harassment of women in the Institution.
2. To uphold Women's Right to Protection against Sexual Harassment and for the prevention and redressal of sexual harassment of women.
3. To evolve a permanent mechanism for the prevention, prohibition and redressal of sexual harassment of women in the Institution.
4. To actively promote a social, physical and psychological environment that will raise awareness about and deter acts of sexual harassment of women.
5. To undertake all necessary and reasonable steps including the constitution of the committee for purposes of gender sensitization and to conduct enquiries into complaints of sexual harassment.


CONSTITUTION OF THE COMMITTEE:

- A. Any women employee or girl student may file a complaint concerning any sexual harassment against a boy student or a male employee.
- B. Such a complaint may either be oral or in writing. Any complaint in writing has to be signed by the person making the complaint.
- C. If the complaint is oral, the same shall be put in writing and will be read out to the complainant and will not be acted upon till the same is signed by the complainant.
- D. The complainant shall be afforded full secrecy at each stage.
- E. The chairperson will convene a meeting of the committee at the earliest but within a period of one week from the date of such complaint.

- F. Advance intimation shall be given to the complainant about the meeting and at the first meeting, the complainant shall be heard. The committee shall, then decide whether the complaint deserves to be proceeded with depending on the evidence and presentation made before it.
- G. In case the committee decides to proceed with the complaint, the wishes of the complainant shall be ascertained and if the complainant wishes that a warning would suffice then the alleged offender shall be called to the meeting, heard and if so satisfied that a warning is just and proper, he may be warned about his behavior. The matter shall be treated as concluded and disposed of with a note to that effect made in the complaint register.
- H. In case the complainant requests that the complaint should be proceeded with beyond a mere warning, the same be proceeded after observing law of natural justice and full opportunity should be given to present their version to both the concerned parties
- I. Based on the inquiry made by the committee and also the presentation and evidences presented, the committee will give its final report including the recommendations of the penalty to be imposed.

PENALTIES:

- The penalties may be minor or major depending upon the nature of guilt for the employees and the students and as per the Rules and Regulations of the Institution which may be amended time to time.
- If the case is severe, the same be transferred to the appropriate higher authority.



Principal

Internal Committee on Sexual Harassment
Public College of Commerce



Convener

Internal Committee on Sexual Harassment
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