



INTERNAL COMPLAINTS COMMITTEE (ICC)

Ref: University Grants Commission (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015.

1. Preamble

The University is committed to providing a safe, secure, and gender-sensitive environment for all students and employees. In accordance with the UGC Regulations, 2015 and the POSH Act, 2013, the Internal Complaints Committee (ICC) is constituted to prevent, prohibit, and redress complaints of sexual harassment.

2. Objectives

- Prevent sexual harassment on campus.
- Promote a safe and respectful environment.
- Ensure prompt, fair, and confidential redressal of complaints.

3. Scope

This policy applies to all students, faculty, staff, contractual employees, and visitors in all University premises, hostels, transportation facilities, online platforms, and University-related activities.

4. Constitution

The ICC shall comprise:

- Presiding Officer – Senior woman employee/faculty member.
- Two faculty members and two non-teaching employees
- Three students
- One member from amongst non-government organisations with expertise in women's rights or social issues.

At least 50% of the members shall be women.

(Page no.985 from compendium of UGC regulations 1957-2023)

5. Functions

- Receive and inquire into complaints of sexual harassment.
- Conduct awareness and sensitization programmes.

- Recommend appropriate action and preventive measures.
- Maintain confidentiality of proceedings.

6. Complaint Procedure

Complaints shall be submitted in writing to the ICC. The Committee shall conduct an impartial inquiry, provide an opportunity to all concerned parties to be heard, and submit recommendations to the University authorities for necessary action.

7. Disciplinary Action

Depending on the nature of the offence, actions may include warning, apology, counselling, suspension, removal from hostel, termination, rustication, expulsion, or any other action as per applicable rules and regulations.

8. Meetings and Reporting

The ICC shall meet at least once every semester and whenever required. Annual reports shall be submitted to the Vice-Chancellor/Registrar and other statutory authorities as applicable.

9. Tenure and Review

The ICC shall normally function for a period of three years. This policy shall be reviewed periodically in accordance with UGC Regulations and statutory requirements.


Vice-Chancellor

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