

POMPEI COLLEGE AIKALA, 574141, D.K

THE SEXUAL HARASSMENT OF WOMEN AT WORKPLACE

(PREVENTION, PROHIBITION AND REDRESSAL)ACT, 2013

INTERNAL COMPLAINTS COMMITTEE (ICC) 2024-25



INTRODUCTION

The Sexual Harassment of Women at Workplace(Prevention, prohibition and Redressal)Act, 2013 was notified on 9th December, 2013 to provide a safe and secure environment to women at the workplace.

Sexual Harassment results in violation of the fundamental rights of a woman to equality under articles 14 and 15 of the Constitution of India and her right to life and to live with dignity under article 21 of the Constitution and right to practice any profession or to carry on any occupation, trade or business with includes a right to a safe environment free from sexual harassment.

The protection against sexual harassment and the right to work with dignity are universally recognized human rights by international conventions and instruments such as Convention on the Elimination of all Forms of Discrimination against Women, which has been ratified on the 25th June, 1993 by the Government of India.

For the sole purpose of resolving complaints about any sort of sexual harassment on the college campus, the INTERNAL COMPLAINTS COMMITTEE (ICC) was established for the college's female employees and female students. Sensitivity to Women's rights and raising awareness of all forms of harassment against them.

Women workers are reportedly having a variety of issues at work. Therefore, upholding the respect and dignity of female employees is the institution's top priority. Consequently, to safeguard the interests of our college's female employees, the Internal Complaints Committee (ICC) was established.

OBJECTIVES

INTERNAL COMPLAINTS COMMITTEE (ICC) is established with the following objectives:

- To protect the interests of women employees with regard to their rights and privileges in the college.
- To uphold the dignity and respect of women employees of the college.
- To create awareness among the women employees of the college.
- To redress the various grievances of women employees concerning the violation of their rights and privileges.
- To put an end to any type of harassment that occurs while a person is working in the college.
- To provide a welcoming environment where the female personnel can work fearlessly in the college

**THE SEXUAL HARASSMENT OF WOMEN AT WORKPLACE
(PREVENTION, PROHIBITION AND REDRESSAL)ACT, 2013
INTERNAL COMPLAINTS COMMITTEE (ICC) 2024-25**

Presiding Officer: Mrs Ashitha J - HOD of History

Members :1. Mrs Ashalatha K.G –HOD of Political Science
2. Linda Rego - Office Superintendent
3. Mrs Hilda D'Souza - NGO, Lions Club Kinnigoli
4. Mrs Padmini Vasanth - Social Worker
5. Ms Neha Amin - III B.Com
6. Ms Ashwini - III B.A
7. Ms Prathiksha U Amin - II B.A
8. Ms Sweedal Teena Pais- II B.Com

INTERNAL COMPLAINTS COMMITTEE (ICC) 2024-25

Report of the Activities 2024-25

The Internal Complaints Committee (ICC) was founded to educate female students on their rights, privileges, and safety in society. A Brief description of the activity conducted during the academic year is given below.

- On 21-08-2024 Co-ordinator Mrs Ashitha J briefed the functioning of Anti-Sexual Harassment Cell to all the students at Providence Hall.
- On 20-09-2024 Guest Lecture on Human Trafficking and Sexual Harassment was held at Pompei College, Aikala, it was jointly organized by Anti-Human Trafficking Club and Anti-Sexual Harassment Cell at Audio Visual Hall. Mrs Divya, Former Lecturer in Sociology, SDPT College, Kateel was the Resource person of this Programme. Dr Purushothama K V Principal, Pompei College, Aikala, was the President of this Programme.

INTERNAL COMPLAINTS COMMITTEE (ICC) 2024-25

Model complaint form for reporting Sexual Harassment (Employees)

Complainant Information

Name

Work Address:

Job Title:

Work Phone:

Select Preferred communication Method: Email....Phone....In person

Supervisory Information

Immediate Supervisor's Name:

Title:

Work Phone:

Work Address:

1. Your complaint of sexual Harassment is made about:
2. Please describe what happened and how it is affecting you and your work.
3. Date of harassment occurred:
4. Is harassment continuing?
5. Please list the name and contact information of any witness or individuals who may have information related to your complaint.

Date:

Signature

**POMPEI COLLEGE AIKALA
INTERNAL COMPLAINTS COMMITTEE (ICC) 2024-25**

Model complaint form for reporting Sexual Harassment (Students)

Complainant Information

Name:

Class:

Semester:

Contact No:

Address:

Select Preferred communication Method: Email...Phone...In person

To,

The Coordinator

Anti-Sexual Harassment committee

Subject:

Description:

1. Your complaint of sexual Harassment is made about:
2. Please describe what happened and how it is affecting you and your studies and emotions.
3. Date of harassment occurred:
4. Is harassment continuing?
5. Please list the name and contact information of any witness or individuals who may have information related to your complaint.

Date:

Signature

- No. of complaints received from students during 2024-25 : NIL
- No. of complaints received from staff during 2024-25: Nil

Future plan of action-

- Organizing programmes to educate the women students and staff about the issues relating to any type of harassment.
- Conducting more workshops to create awareness among the women staff and students.