

COLLEGE INTERNAL COMPLAINT COMMITTEE

University BDT College of Engineering. Davanagere-577004

A constituent college of

Visveswaraya Technological University. Belagavi



**Awareness Programme on Sexual Harassment at
Work Place (POSH)**

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Awareness Programme

**Prevention of Sexual Harassment
Of Women at Work Place (POSH)**

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Awareness Programme

**Prevention of Sexual Harassment
Of Women at Work Place (POSH)**

COLLEGE INTERNAL COMPLAINT COMMITTEE

The Internal Complaints Committee is a mandatory body established under the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013. It is responsible for addressing complaints related to sexual harassment in the workplace.

COLLEGE INTERNAL COMPLAINTS COMMITTEE (ICC)

SERVICES AVAILABLE in INTERNAL COMPLAINTS COMMITTEE

1. GRIEVANCE REDRESSAL OF SEXUAL HARASSMENT
2. COUNSELLING SERVICES FOR VICTIMS
3. CONSULTATION / SUPPORT SERVICES FOR COLLEGES
4. SENSITIZATION / AWARENESS PROGRAMMES FOR PREVENTION OF SEXUAL HARASSMENT AT THE WORKPLACE

Are You Being Sexually Harassed?

- If you are a female student/employee experiencing sexual harassment at your Work Place/College/Department/Hostel / Faculty or any place in the University/College/or if you want to help victim, read on:
- The sexual Harassment of Women at Workplace Act, 2013 came into effect on 9th December, 2013.
- The University of Delhi issued the notification and adopted it on 9th January, 2014

What constitutes sexual harassment?

- Sexual Harassment includes unwelcome sexual behavior of direct or implied nature such as
 - Physical contact and advances
 - Requests for sexual favors
 - Sexually coloured remarks
 - Showing pornography
 - Unwelcome physical, verbal, or non-verbal sexual conduct

How does one prepare a complaint?

- Write exactly what happened with details, dates, name of witnesses & documents, if any
- Be specific about the incident/incidents.
- Be honest, as false complaints can invite penalties.
- You need to file a complaint of sexual harassment within three months of the incident.

How to file a complaint?

Submit the complaint Directly at the office of the ICC

Submit the **complaint Directly** at the office of the Principal(University
BDT College of Engineering, Davanagere)

OR

Send an **email to:** principalubdt@gmail.com

OR

Contact the college ICC. For any queries please contact CICC Chairperson
(Dr. Prabha K)