



Office of the Principal

# Govt. Degree College Pampore

گورنمنٹ ڈگری کالج پانپور (کشمیر)

Tulbagh, Pampore - 192121- (Distt. Pulwama)- Kashmir

Cell: 9419022133, Web : gdcpampore.com Email: [gdcpampore@gmail.com](mailto:gdcpampore@gmail.com)

## Constitution of Internal Complaint Committee (ICC) against Sexual Harassment of Women at Workplace

### Reference

**The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013**

### Vishaka Guidelines

**UGC (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015**

Internal Complaint Committee (ICC) at Government Degree College Pampore is constituted by Executive authority Prof. (Dr) Seema Naz with the following objectives:

- 1) To examine all matters relating to women in the college and will make suggestions and proposals to the college administration regarding such matters
- 2) To uphold the commitment of the college to provide an environment free of gender based discrimination
- 3) To create a secure physical and social environment that is free of any act of sexual harassment
- 4) To provide healthy social and psychological environment for the students and staff of the college
- 5) To raise awareness on sexual harassment in its various forms
- 6) To reinforce that the institution has zero tolerance towards any form of sexual harassment.
- 7) To Provide assistance to the complainant
- 8) To Provide mechanism of dispute redressal through just and fair conciliation
- 9) To protect safety of complainants by not divulging identity of complainant or victim or witness
- 10) To admit complaints from
  - a) Female employees on harassment and discrimination in the workplace by other employees
  - b) Female students on harassment and discrimination in the classroom and in relation to academic activities by faculty and staff
  - c) Female visitors on harassment, assault and other forms of misbehaviour by employees or students
- 11) To institute Enquiry Committee as it deems fit to examine particular complaints
- 12) To make recommendations on actions to be taken on specific complaints



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The committee will consists of the following members and will come into effect from 01, Feb 2021

S.No	Name/Designation	Status	Contact Number	E-mail ID
01	Mrs. Mehbooba Bano Associate Professor	Presiding Officer	7889772544	<a href="mailto:Profmehbooba44@gmail.com">Profmehbooba44@gmail.com</a>
02	Prof. Alam Ara Shah Assistant Professor	member	7006450787	<a href="mailto:ara94123@gmail.com">ara94123@gmail.com</a>
03	Prof. Aaliya Bashir Assistant Professor	member	6006057609	<a href="mailto:aaliyahumibashir@gmail.com">aaliyahumibashir@gmail.com</a>
04	Prof. Ajaz Manzoor Assistant Professor	Member & Legal Expert	7006946148	<a href="mailto:manzoorajaz@gmail.com">manzoorajaz@gmail.com</a>
05	Irtiga Nazir Student	Student member	9541663922	<a href="mailto:Nazirirtiga427@gmail.com">Nazirirtiga427@gmail.com</a>
06	Khushboo Jalal Student	Student member	6006408395	<a href="mailto:Jaanuzmat1@gmail.com">Jaanuzmat1@gmail.com</a>
07	Sheemu Nazir Student	Student member	8899219451	<a href="mailto:Sheemumanzoor677@gmail.com">Sheemumanzoor677@gmail.com</a>
08	Nadeem Qadri Advocate	NGO-member	9906780356	<a href="mailto:Qadrnadeem13@gmail.com">Qadrnadeem13@gmail.com</a>



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## What amounts to sexual harassment?

- Sharing inappropriate images or videos
- Sending suggestive letters, notes or E- mails
- Making inappropriate sexual gestures
- Pressure or request for unwanted sexual favours
- Verbal harassment or abuse in the form of a pattern of sexual comments or eve- teasing
- Request for sexual favours which can include threats implied to conditions of employment
- Any behaviour of sexual nature which is offensive, embarrassing, intimidating and effects the persons work performance and health

## Forms of Sexual Harassment

**Verbal:** Teasing with dirty jokes even when women are within the hearing distance, direct verbal teasing & passing comments.

**Physical:** Patting and inappropriate touching, unwanted physical touch.

**Visual:** Sharing obscene and indecent pictures with female co-workers and students.

**Psychological:** hidden threats, persistent force for sexual favours despite the refusal from the concerned female.

## Functions of the committee:

### 1. Orientation:

Prominent publicity/ publicizing of the policy against sexual harassment in the institution  
Organising orientation and awareness programmes in the college for students and the staff

### 2. Crisis Management and Mediation:

Providing counselling and immediate assistance to the victim of sexual harassment

### 3. Complaint Filling process and screening:

Any student or a staff member may lodge complaint regarding sexual harassment under their dated signature or thumb impression with any member of the ICC in person or via E-mail ID/phone.