

GNITS	CIR/09
Sub: IMPLEMENTATION OF AICTE & UGC GUIDELINES FOR ICC	Date:- 1/11/21

CIRCULAR

Internal Complaints Committee (ICC) has been constituted in the college campus for the women faculty & staff and the students and has been functioning in the formal sense from 1st August, 2017 to provide a safe environment for them for a healthy and an enhanced intellectual and professional work culture. In pursuance of UGC (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015 read with Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and in partial modification of Office Order No. 449 dated 05.08.2016, and as per the instructions of the AICTE, GNITS ICC(Internal Complaint Committee) has been constituted to address sexual harassment related complaints. The Sexual Harassment of Women at Workplace ((Prevention, Prohibition and Redressal) Act, 2013 upholds women's fundamental right to equality as guaranteed under Articles 14 to 15 of the Indian Constitution, the right to live with dignity under Article 21 and the right to practice any profession or to carry on any occupation, trade or business which includes right to a safe and secure working environment free from all forms of violence and harassment, as provided under Article 19 (1) (g) of the Constitution of India.

Any act falling under the purview of following cases will be considered as an incident of sexual harassment (Clarification of Unwelcome acts or behavior):

- a) When submission to unwelcome sexual advances, requests for sexual favours, and verbal or physical conduct of a sexual nature are, implicitly or explicitly, made a term or condition of teaching/guidance, employment, participation, or evaluation of a person's engagement in any activity.
- b) When unwelcome sexual advances, and verbal, non-verbal and/or physical conduct such as loaded comments, remarks or jokes, letters, phone calls or e-mails, gestures, exhibition of pornography, lurid stares, physical contact, stalking, sounds or display of a derogatory nature.
- c) Interfering with her work or creating an intimidating, offensive, or hostile environment for her.
- d) When a person uses the body or any part of it or any object as an extension of the body with a sexual purpose in relation to another person without the latter's consent or against that person's will, such conduct will amount to sexual assault.
- e) When deprecatory comments, conduct or any such behaviour is based on the gender identity/sexual orientation of the person and/or when the premises or any public 5 forum of the institute is used to denigrate/discriminate against person(s), or create a hostile environment on the basis of a person's gender identity/sexual orientation.
- f) When a person shows any humiliating treatment to woman that is likely to affect her health and safety.
- g) Teaching activities or explanation of various issues related to fertility, reproductive health and other research topics in a scientific manner will not be considered as harassment.

The aggrieved can approach ICC in following ways :

- Personally approach and give their grievances to the Coordinator or any member of the committee.
- Send a mail to gnits.icc@gmail.com / aparna.tanam@gnits.ac.in
- Approach Head of the Institution wherein they will be subsequently guided to the ICC committee
- Use Suggestion boxes installed in various places in the college.
- The details will be kept CONFIDENTIAL

The following facilities are provided for ICC :

- For this purpose , ICC is set up in a separate room, where confidentiality can be maintained fully.
- An ICC cell has been set up in 2nd Floor , F Block.
- A notice board where the information regarding activities of the ICC can be displayed.
- A page on GNITS website through which the ICC can be reached.

Redressal mechanism:

On receipt of a complaint related to sexual harassment at work place , the following procedure will be followed:

- The committee members of ICC shall conduct a preliminary enquiry so as to ascertain the truth of the allegations by collecting documentary evidence as well as recording statements of any witness/es including the complainant.
- The inquiry shall be completed within a period of Maximum 90 days from the date of the complaint.
- On completion of the inquiry, the ICC shall provide a report of its findings to the employer within a period of maximum 10 days from the date of completion of inquiry and such report be made available to the concerned parties.
- If the allegations against the respondent are proved, it shall recommend punitive actions to be taken against the respondent to the employer.
- The employer shall act upon the recommendation within sixty days of receiving it.

The possible actions that can be taken :

- Warning
- Written apology
- Bond of good behaviour
- Adverse remark in the Confidential Report
- Stopping of increments/ promotion
- Suspension
- Dismissal
- Any other relevant actions


Mrs T. Aparna

Coordinator


Dr. K. Ramesh Reddy

Principal
PRINCIPAL

G. Narayanamma Institute of
Technology & Science (for women)
(AUTONOMOUS)
Shaikpet, Hyderabad - 500 104