



**K.L.E. SOCIETY'S
GURUSIDDAPPA KOTAMBRI LAW COLLEGE**

Accredited with B⁺⁺ Grade by NAAC
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Date: 16.03.2023

**Internal Complaint Committee under Sexual Harassment of women at work place under
(Prevention, Prohibition and Redressal Act, 2013).**

2022 - 23

1. CONSTITUTION:

The Committee with following members is constituted for redressal of complaints regarding any sexual harassment of female employees and female students.

Composition of Internal Complaint Committee

Sl. No.	Name of the Members	Designation
1	Dr. Sharada G. Patil, Principal	Presiding Officer
2.	Dr. S. M. Hullur, Asst. Professor	Member
3.	Smt. Swapna Somayaji, Faculty	Co-ordinator
4.	Miss Seema Naik	External Member
5.	Miss Rasika Bandekar	Student co-ordinator

2. OBJECTIVES:

The Committee is constituted with a motto of zero tolerance policy towards sexual harassment at workplace. It works on the philosophy of prevention, prohibition, and redressal. The gender neutral policy are formulated in accordance provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 alongwith University Grants Commission (Prevention, prohibition and Redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015. The ICC has ensured the effective implementation of the Policy on Sexual Harassment at Workplace (Prevention, Prohibition and Redressal), in its true spirit.

3. FUNCTIONS OF COMMITTEE

The Institution has ensured effective implementation of the Policy on Sexual Harassment at workplace. It ensures to resolve the complaints filed by the aggrieved person(s). It recommends appropriate action(s) to be taken by the Principal. The ICC follows principles of natural justice at all stages of the proceedings. It also ensures whenever required, forward the complaint to the police. It also takes care to Maintain confidentiality in regard to the proceedings taking place before the Committee.

The Institution has ensured to organize gender sensitization programme for school and college students and thereby create awareness about the sexual harassment at workplace, its effects and laws against it, and filing of complaint with the ICC.

4. SCOPE:

The Policy on Sexual Harassment at Workplace at the Institution shall apply to all students, faculty, staff or employee of the Institution, or third parties whenever the misconduct occurs, in connection with college activities, routine teaching, administrative work or programme organized by College, on/off Campus which may have the effect of creating an intimidating or offensive or hostile work environment for one or more member(s) of the Institution.

5. WHO CAN FILE THE COMPLAINT?

Any person, staff or visitor to the College may make, in writing a complaint of sexual harassment at workplace to the Presiding Officer of ICC. The Presiding Officer shall extend all reasonable assistance to the aggrieved person for making the complaint in writing, if required. The complaint should be specific and shall include the list of witnesses, if any.

6. SETTLEMENT OF ISSUES:

The ICC at the request of the complainant may take steps to settle the matter between the complainant/aggrieved person and the respondent. No monetary settlement shall be made as the basis for settlement.

While dealing with the complaint the college ensures to take care that the aggrieved person(s) or the witness(s) is not harassed or discriminated against while dealing with complaints of sexual harassment. The ICC ensures that the identity of complainant/aggrieved person as well as respondent is kept confidential.

The inquiry is to be completed within a period of 90 days. Depending upon the severity of the violation of code of conduct, one or more than one punishment may be ordered for the erring person like warning, reprimand, withholding of certain privileges or suspension from the Institution or restrict entry for a specified period.

Strict disciplinary action shall be taken by the Principal in case any complaint is proven to be false, frivolous or vexatious. In case if the ICC arrives at a conclusion that the allegation(s) against the respondent has not been proved, it may recommend to the Principal that no action may be taken in the matter.

Report of Internal Complaint Committee from November 24th to till date:

The College with its strict vigilance and surveillance has ensured no incidents of sexual harassment occurs. No complaints are lodged to the Internal Complaint Committee during this semester.

Shubham

Sd/-

PRINCIPAL

K. L. E. SOCIETY'S

GURUSIDDAPPA KOTAMBRI LAW COLLEGE,
HUBBALLI

