



# ICC

## INTERNAL COMPLAINTS COMMITTEE OF SLC(E)

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# ABOUT US

## INTERNAL COMPLAINTS COMMITTEE

**DEAR ALL,**

The Sexual Harassment of women in the Workplace (Prevention, Prohibition and Redressal) Act 2013 (commonly known as the PoSH Act) has developed a grievance procedure in the form of a grievance redressal forum called the Internal Complaints Committee or the ICC.

In Pursuance of UGC (Prevention, Prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015. Internal Complaints Committee (ICC) of Shyam Lal College (E) is a body envisaged to receive complaints on sexual harassment at the workplace from an aggrieved woman, as well as to inquire into and make recommendations to the employer on the action required pursuant to its inquiry of such complaint made. Along with that, it is constituted to inquire into the grievance and make recommendations towards the complaints brought in front of it. The ICC forms the most important part of the legislation as it helps in the implementation and execution of the PoSH Act.

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## Every Employer Is Obligated To Constitute An ICC Through A Written Order. The ICC Will Be Composed Of The Following Members :

No	Member	Eligibility
1.	Chairperson	Women working at senior level as employee; if not available then nominated from other office/units/ department/ workplace of the same employer
2.	2 Members (minimum)	From amongst employees committed to the cause of women/ having legal knowledge/experience in social work
3.	Member	From amongst NGO/associations committed to the cause of women or a person familiar with the issue of Sexual Harassment

Where the office or administrative units of a workplace are located in different places, division or sub-division, an ICC has to be set up at every administrative unit and office.



# CONSTITUTION OF INTERNAL COMPLAINTS COMMITTEE

(1) Every employer of a workplace shall, by an order in writing, constitute a Committee to be known as the "Internal Complaints Committee"

Provided that where the offices or administrative units of the workplace are located at different places or divisional or sub-divisional level, the Internal Committee shall be constituted at all administrative units or offices. (2) The Internal Committees shall consist of the following members to be nominated by the employer, namely:

(a) A Presiding Officer who shall be a woman employed at a senior level at workplace from

amongst the employees: Provided that in case a senior level woman employee is not available, the Presiding Officer shall be nominated from other offices or administrative units of the workplace referred to in sub-section(1)

Provided further that in case the other offices or administrative units of the workplace do not have a senior level woman employee, the Presiding Officer shall be nominated from any other workplace of the same employer or other department or organisation,

(b) Not less than two Members from amongst employees preferably committed to the cause of women or who have had experience in social work or have legal knowledge,

(c) One member from amongst non-governmental organisations or associations committed to the cause of women of a person familiar with the issues relating to sexual harassment

Provided that at least one-half of the total Members so nominated shall be women.

# CONSTITUTION OF INTERNAL COMPLAINTS COMMITTEE

(3) The Presiding Officer and every Member of the Internal Committee shall hold office for such period, not exceeding three years, from the date of their nomination as may be specified by the employer.

(4) The Member appointed from amongst the non-governmental organisations or associations shall be paid such fees or allowances for holding the proceedings of the Internal Committee, by the employer, as may be prescribed.

(5) Where the Presiding Officer or any Member of the Internal Committee,

(a) Contravenes the provisions of section 16; or

(b) Has been convicted for an offence or an inquiry into an offence under any law for the time being in force is pending against him, or

(c) He has been found guilty in any disciplinary proceedings or a disciplinary proceeding is pending against him, or

(d) Has so abused his position as to render his continuance in office prejudicial to the public interest.

such Presiding Officer or Member, as the case may be, shall be removed from the Committee and the vacancy so created or any casual vacancy shall be filled by fresh nomination in accordance with the provisions of this section.





The employee who had a fundamental right a workplace free of sexual harassment, complained about sexual harassment. According to the Court, had the organisation complied with the Vishaka Guidelines and set up such a Complaints Committee, the preventative benefit would have been three-fold:

1. Ensured a place where women employees could seek redress;
  2. Sent a clear message to the workplace that such complaints would
  3. specially designated committee with external expertises
- Prevented a a series of litigation that followed.

Hence, the Madras High Court awarded Rs. 1.6 crores in damages to an employee for the non constitution of a Complaints Committee by the employer, as per the Vishaka Guidelines (at the time of the complaint, the Sexual Harassment of Women at Workplace Act 2013 had not been enacted)

Ms. Gv. ISG Novasoft Technologies Ltd. Madras High Court  
(Cr.R.C.No.370 of 2014 order dated

02.09. 2014. Original Petition No.463 of 2012

# FROM CONVENER'S DESK

## INTERNAL COMPLAINTS COMMITTEE



**DR. REENU GUPTA**

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, the internal Complaints Committee (ICC) of Shyam bal College (Evening), University of Delhi is constituted - To deal with the complaints relating to sexual harassment at work place! To spread awareness about gender related issues and functioning of the ICC. The College has a zero tolerance policy towards sexual harassment and is proactively -Committed to provide a safe conducive work and academic environment to students & employees. We at SLCE are extremely alert to matters pertaining to any kind of harassment & gender sensitivity. Any female aggrieved in this matter may fearlessly approach the Presiding officer of the ICC against sexual harassment! ICC of SICE organised many lectures and literary programmes aiming gender sensitization among faculty members as well as students.

Despite belonging to a relatively privileged family, I have forever felt that I was fighting demons that men were not facing, leave alone fighting. What are these demons that reminds me that I am not a person, I am a woman? It is easy to name them collectively as "patriarchy" but it is more complex to understand their origin, ubiquity, devious traps and sheer power (Well, my privilege shows here itself- as I have the luxury to even dwell upon such questions). In order to move beyond an academic perspective, I feel it is essential to engage with real-world issues as they emerge. College ICC, in discharging its constitutionally mandated duties on gender sensitization, has an opportunity to involve student community more and get them agitated over seemingly normal or normalised situations. This is where I see a role, however small, for myself.



**MISS. SURBHI**

We at the ICC, are committed to fighting societal evils like patriarchy, sexism, homophobia, prejudice and other inequalities. Our efforts are aimed at dismantling obsolete structures of stigmatization built on foundations of misinformation and replacing them with seeds of education and acceptance. ICC seeks to make the society a safer, happier and more inclusive space, where shackles of inequality cease to exist and each one of us is treated as a human first.



**PRAMOD KUMAR DWIVEDI**



# ICC NON- FACULTY MEMBERS



**MISS. ANITA**



**ANJANA GUSAIN**

# ICC EXTERNAL EXPERTS



**KHUSBHOO BANSAL  
(SENIOR ANALYST AIRO  
DIGITAL LABS)**



**NAMAN SHARMA  
(ADVOCATE, DELHI)**



# FROM STUDENT'S COUNCIL DESK

Wondering of what a dispute in an organization can lead to, so why not take actions and prevent it?? Not anymore..

I feel blessed to be a part of a society, where we handle all the internal disputes happening, monitor them and take necessary corrective actions immediately.. What we have achieved till is up to the mark.. Here I got to know a lot about my capabilities, inculcated the skills of more hard-work than before, team work and passionate to achieve all the objectives set by the Internal Complaints Committee (ICC)..

This has been and still my one of the most wonderful experience working as a part of ICC, and I am pretty sure we would definitely reach up the heights with so much of efforts involved.. Quite Grateful for the people contributing in it and making it possible to achieve all the targets successfully.. "There is never much enough for learning" - with this motive in mind, I am looking forward to reach my destination with full confidence and excitement.

"Done with much steps, but the journey is not yet over.."



**GARIMA**

Garima  
Internal Complaints Committee  
(Gender Champion)



**PREETI**

Few months, of me dedicating towards this amazing committee, ICC. Serving as the Gender Champion has given me plethora of moments of learning and gathering knowledge about the things i've never came across. Having the guidance of impeccable teachers and hard-working team-mates has just been majestic. And i am sure that we will together as a team and a family will achieve all the objectives and goals of ICC and contribute our everything possible for the betterment of the society. The work culture and dedication of each and every member is enlightening and something which helps me a lot to work flamboyantly in this society. There is more to learn and even more miles to be covered, but for sure, the glimpses of experience of my first few months is as promising as the Sunrise is to East.

Preeti  
Internal Complaints Committee  
(Gender Champion)

Working for the college committee is a honourable task in itself but being at the leadership of the same (Gender Champion) is something that many thrives for. It's my honour and pleasure both that I have got this opportunity to work for ICC with the team having such knowledgeable members, that at each point teaches me something new and innovative. Having a team of 18 members is something very delightful but also undergoes huge responsibility. Though we are at present in the initial stage but until now we have been very productive and amazing in spreading awareness, equality & create gender sensitisation. Small mouth big words but i will try my best of the capabilities to establish it as one of the most reputed committee and keep all the members boosted to achieve their individual and collective goals together, hence, leave with a legacy for others too follow.

Krishi Mittal  
Internal Complaints Committee  
(Gender Champion)



**KRISHI**



# FROM STUDENT'S COUNCIL DESK

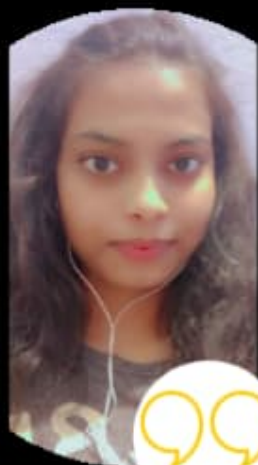
"In order to change something or establish a change that will stay last longer, we need to fight till our last breath!"

Hello 🙌 Abhay Kumar Tiwari this side, As a member of ICC, I really want to say that I actually needed that platform to express social issue that not be cleared or broken till now! But this platform , it's a full of hope with the peaceful light that will show us happy living world. And I assure that if we are doing the work with the same energy to rectify those issues, we surely achieve whatever we want from us and from it that will establish the dream come true scenario where we can surely see a real utopian world in a real life!

**Abhay Kumar Tiwari**  
Internal Complaints Committee  
(Creative Cell Head)



**ABHAY KUMAR  
TIWARI**



I have been the volunteer of this society from last few months and my experience was quite awesome. I have learnt a lot more new things which i haven't even aware of , so many knowledgeable webinars had been organised by our society. Just in few months a bond between the teachers and other member have created, our teachers always support and guide us which always inspires me to put more efforts for this society. It's just the beginning there is long road ahead and We will be working hard together to nurture the internal as well as external connections of ICC. Best wishes to everyone for upcoming tasks and events!! 😊

**Srishti Gupta**  
Internal Complaints Committee  
(Creative Cell Head)

**SRISHTI GUPTA**

I joined the ICC to spread the awareness about gender related issues among the people and functioning of the icc.

**Siddhi**  
Internal Complaints Committee  
(Social Media Cell Head)



**SIDDHI**



# FROM STUDENT'S COUNCIL DESK

Being a member of this committee from past few months I have seen all the members and our teachers working very hard. ICC i.e Internal Complaint Committee is a body envisaged to receive complaints on sexual harassment as well as to inquire into and make recommendations on the action required pursuant to its inquiry of such complaint made. So far my experience have been great in this committee and going forward we will do better in this committee.

**Shruti Singh**  
Internal Complaint Committee  
(Social Media Cell Head)



**SHRUTI SINGH**



**ABHISHEK**

ICC are not only just formal committee, but are process that change the way of judging equality in society.

**Abhishek**  
Internal Complaints Committee  
(Social Media Head)

I am very grateful to our committee who brings out such enthusiastic vibes throughout the session which makes it the best place to manifest my thoughts and actions. I do feel proud to be a part of the Internal Complaints Committee where we made many initiatives to inspire some ideas and critical approaches towards many issues.

**Anant**  
Internal Complaints Committee  
(Students Representative)



**ANANT**

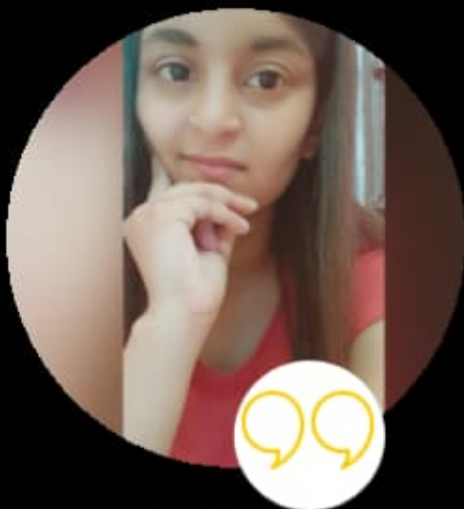
# FROM STUDENT'S COUNCIL DESK

As a feminist I always wanted a platform to promote and speak up for women's rights, with icc my want of the platform has been fulfilled

**Ishita**  
Internal Complaints Committee  
(Students Representative)



**ISHITA**



**PRINCY**

Look for something positive in each day, even if some days you have to look a little harder, a positive mind will give you happier life.

**Princy**  
Internal Complaints Committee  
(Students Representative)

With the belief of "Without the feminine energy or "Shakti" there would be no existence", i joined the ICC and have been working towards the social goal of achieving gender equality and sensitisation with the collective efforts of the entire team.

**Himanshu**  
Internal Complaints committee  
(Students Representative)



**HIMANSHU**



# FROM STUDENT'S COUNCIL DESK

Working with ICC Committe is a great experience for me with lot of hard work and team work we all are engaged in awareing people about Gender awareness. Working them with them make me more enthusiastic and dedicated to work in Gender Champion.

Aaradhiya Tyagi  
Internal Complain Committee  
(Students Representative)



**AARADHIYA TYAGI**



**ARCHANA**

Everyone deserves respect regardless of their gender and sexual orientation. Being a volunteer of ICC has given me an opportunity to express my views on gender issues. It has given me a platform to talk on a number of gender-related concern and the dire need to sensitize our community and our society on gender related affairs.

Archana  
Internal Complaints Committee  
(Students Representative)

I want to join icc to know about something new and to take some new experience. I want to part where I can solve some problems like cast, colour, gender discrimination, race etc.. If I talk about sexual harrsment, it is basically now a routine activity nowadays. Sexual harrsment at the workplace is an enhanced form of violence that takes place in daily routine and snatches away the women's right. We need committee like icc for addressing and resolving the issue of these problems and it will be my privilege to join icc. Thanku so much.

Ashish Kumar  
Internal Complaints Committee  
(Students Representative)



**ASHISH KUMAR**



# PRESENT ACTIVITIES "GSLs SERIES" AS AN INITIATIVE



Gender Sensitization Lecture Series (GSLs) is an initiative started by Internal Complaints Committee (ICC) of Shyam Lal College (Evening) in collaboration with Internal Quality Assurance Cell (IQAC) to create awareness and gender sensitization among students. Its objective is to mold the spirits of the people in a way to boost the notion of Inclusiveness and Gender parity. The Chief Guest and Speaker for the First Lecture of GSLs was Advocate Naman Sharma, currently enrolled at Bar Council of Delhi. The event was attended by Dr. Ramesh Kumar, Principal of Shyam Lal College (Evening), Mr. Kumar Prashant, IQAC convener, other faculty members and by students from different colleges. The event saw a very enthusiastic response from students and faculty members. The Topic for the First Lecture of Gender Sensitization Lecture Series was "Basic Rights of Women".



The event commenced with Dr. Reenu Gupta, Presiding Officer of ICC addressing the guest and the audience on the importance of creating gender sensitization. She introduced Ms. Surbhi Badhwar and Dr. Pramod Dwivedi as the faculty members of the ICC. Mrs. Anjana and Mrs. Anita as Office Representatives with the 3 students' representatives- Krishi Mittal, Preeti Rai and Garima- complete the ICC. She concluded her address by passing on the mic to the hosts for the day. Mr. Anant Joshi started with Mata Saraswati's Vandana followed by its English translation and interpretation by Miss. Gareema- the atmosphere became calm and soothingly Peaceful. They continued by explaining the true essence, role and responsibilities of the ICC and their future plans to achieve those Goals and Objectives. After the introduction, Mr. Anant Joshi invited Dr. Ramesh Kumar, Principal of Shyam Lal College (Evening) to address the audience by sharing his view. He gave a very thoughtful speech laying down the importance of gender sensitization and need for events like this. He ended his speech by expressing his joy and thanking ICC for taking up this Social Responsibility on its Shoulders.

After his conclusion, Miss. Gareema thanked him for his valuable words and next invited Mr. Kumar Prashant, IQAC convener to share his views with the audience. He shared his views on the current situation of Pandemic and how this time can be used for arranging and interacting with maximum number of people through online mode. He also enlightened the audience with the current situation of the society and the need of hour to get gender sensitized. He concluded by thanking and acknowledging the efforts of ICC.

Following his conclusion, the host next called upon the stage, the Chief Guest and Speaker of the day Mr. Naman Sharma to share his knowledge and experience with the audience. He started his speech by showing his gratitude for inviting him as the speaker and then proceeded with his presentation. He used interactive methods to keep the audience engaged for example, use of memes, trending tag lines, songs etc. He shared the facts and current situation with regard the cases of gender discrimination present in the society. He enlightened the audience not only with the problems present but most importantly shared their causes followed by the solutions to counter different situations in the best possible way staying in the limits of the constitution. He covered topics ranging from Rapes, pornography, forceful submission, blackmailing, miscellaneous issues, triple talaak, property laws, etc. The best part of his presentation was the way he expressed and shared the knowledge which was conceivable by everyone.



# PRESENT ACTIVITIES "GSLs SERIES" AS AN INITIATIVE



Concluding his speech, the lecture proceeded with The Question/Answer round conducted by Miss. Preeti. In a very systematic manner the attendees were asked to raise their questions one by one which were then answered by the speaker Mr. Naman Sharma. The questions asked were answered in a very calm and convincing manner.

There were many unanswered questions from students at the end of the session.. The session went on from 4:00- 6:40 pm and yet students were raring to go. The presentation by Advocate Naman Sharma (who is also a member of ICC) was quite impressive and shocked the wits of many!


Concluding the questions and answer round, the event was concluded with a Vote Of Thanks by Miss Preeti. She thanked the speaker, Principal sir, IQAC convener and all the faculty members and students from different colleges for being a calm and respectful audience for the day.



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