

## INTERNAL COMPLAINTS COMMITTEE

### OBJECTIVES:

- Protection against sexual harassment of female employees and students in the campus.
- To provide environment that is safe and free from gender discrimination.
- To create safe environment and bring awareness on sexual harassment.
- To build confidence amongst females to face challenges of today's competitive world.
- Sensitize students about gender role and gender equality.

### FUNCTIONS:

- The committee will not intrude in any one's privacy.
- It will create awareness about sexual harassment.
- The complaints of sexual harassment shall be treated confidential.

“Sexual harassment” includes any one or more of the following unwelcome acts or behavior

(whether directly or by implication) namely:—

(i) Physical contact and advances; or

(ii) a demand or request for sexual favours; or

(iii) making sexually coloured remarks; or

(iv) showing pornography; or

(v) any other unwelcome physical, verbal or non-verbal conduct of sexual nature.