

**The Internal Complaints Committee Against Sexual
Harassment of Women at Workplace
(Prevention, Prohibition and Redressal):
Rules and Procedures**

(ICCASH)

1. *Implementation of guidelines of statutory regulatory body.*

Yes, K.U.K. Policy is circulated among staff and students of the University. The same is sent through E- Mail to the Directors /Principles of affiliated institutions of Kurukshetra University, Kurukshetra.

2. *Organization wide awareness and undertakings on policies with zero tolerance*

- (i) ICC was brief about existing initiatives of counseling in Girls hostel & circulation of ICC policy in the beginning of each academic session. Members suggested that posters on Sexual Harassment Prevention be displayed in the University campus along with installation of boards of important places on the pattern of anti- ragging posters /buds.
- (ii) Putting of Posters in different Dept. and office throughout the year regarding ICC policy.
- (iii) Installation of drop boxes in hostels, Library, Art faculty and in the departments running graduate courses.
- i. Organization of regular lectures by ICC in association with Women Research Centre to the faculty /staff and students for creating awareness against sexual harassment.
- ii. Regular Counselling in Girls hostels campus of the University
- iii. Organizes workshop for training of ICC members on 04 Nov 2019
- iv. Displayed posters for awareness about KUK policy against sexual harassment of women at workplace complaint filing procedure and relevant constancy numbers at common and at workplace, complaint filing procedure and relevant contact numbers at common and conspicuous places in Kurkshetra University campus such as library, as library, Dean building such as library, Dean building, post office, teachers club, canteen etc.
- v. Workshop for training of ICC members on 4 November 2019.
- vi. Online Poster making competition on Women Safety in July.

- vii. Internal Complaint Committee Against Sexual Harassment of Women at Workplace (Prevention Prohibition and redressal Act, 2013 invited Talk on 18 Feb 2020 at 11. 30 A. M in IIHS.
- viii. Workshop on Woman Safety in Current Scenario on 15 June 2020.
- ix. Printing and Display of Posters on the Campus on Gender Sensitization.
- x. Poster making Inter Hostel Competition for Girls Hostel & Boys Hostels on Awareness of Youth regarding Harassment of Women at Workplace was held on 19 Dec 2020.

3. *Mechanisms for submission of online/ offline student's grievances*

Both i.e. online through E-mail ID of ICC. Offline grievances received in concerned Branch/ Department are forwarded to the Chairperson ICC.

4. *Timely redressal of the grievances through appropriate committees*

Average number of days for grievance redressal—90 days

Data Requirements: As per table given below:

Year	Total Number of Grievances related to sexual harassment received	No. Of Grievances redressed	Average number of days for grievance redressal
2017-18	3*	3	90 days
2018-19	5*	4	90 days
2019-20	2	2	90 days
2020-21	Nil	Nil	Nil
2021-22	2	2	90 days

* Record for the session 2017-2018 has been destroyed by Fire incident on 31/10/2018. Information has been obtained from Annual Report, Kurukshetra Univeristy, Kurukshetra.

A Year wise reports on activities organized by ICC to address the various issues.

Year 2017-18

- (i) Counseling of Girls in the Campus of the University.
- (ii) Circulation of ICC Policy in the beginning of each academic session.

- (iii) Putting of Posters in different departments and offices throughout the year regarding ICC policy.

Year 2018-19

- (i) Putting of Posters in different Dept. and offices throughout the year regarding ICC policy.
- (ii) Installation of drop boxes in hostels, Library, Art faculty and in the debarments running graduate courses.
- (iii) Organization of regular lectures by ICC in association with Women Research Centre to the faculty /staff and students for creating awareness against sexual harassment.

Year 2019-20

- (i) Regular Counselling in Girls hostels campus of the University
- (ii) Organized Workshop for Training of ICC members on 04 Nov 2019
- (iii) Displayed Posters for awareness about KUK Policy against Sexual Harassment of Women at Workplace Complaint filing procedure and relevant constancy numbers at common and at workplace, complaint filing procedure and relevant contact numbers at common and conspicuous places in Kurukshetra University campus such as library, as library, Dean building such as library, Dean building, post office, teachers club, canteen etc.
- (iv) Workshop for training of ICC members on 4 November 2019.
- (v) Online Poster making competition on Women Safety in July.

Year 2020-21

- (i) Internal Complaints Committee Against Sexual Harassment of Women at Workplace (Prevention Prohibition and redressal Act, 2013 organised Talk on 18 Feb 2020 at 11. 30 A. M in IIHS.
- (ii) Workshop on Woman Safety in Current Scenario on 15 June 2020.
- (iii) Printing and Display of Posters on the Campus on Gender Sensitization.

- (iv) Poster making Inter Hostel Competition for Girls Hostel & Boys Hostels on Awareness of Youth regarding Harassment of Women at Workplace was held be on 19 Dec 2020.
- (v) Delivered Lecture on Gender Sensitization to the Participants of Refresher Course on 14th Sept. 2020.
- (vi) Online Poster making competition on Women Safety in July 2020.

Year 2021-22

- (i) Dr. Ranjana Dept. of Psychology and Dr..Jitender Kumar Dept. of Statistics members of ICC attended Three Days Online Course on AIU-MFF Safe Campus Program held from February 25, 2021.
- (ii) ICC organized one-day offline workshop on Gender Sensitivity and Prevention of Sexual Harassment on University Campus for Gender Champions and Research Scholars was organized participate Total 110 attended the Workshop on March 16, 2021.
- (iii) Dr.Vanita DhingraDept of Social Work and Dr.SureshDuaDept of chemistry members of ICC Attended Two days course on 5 AIU-MFF Safe Campus Programme from August31& September 01,2021.
- (iv) Displayed the ICC Posters on Gender Sensitization on campus, covering hostels departments, administration block and other Prominent Places of the University.
- (v) Emailed the Kurukshetra University Policy Against Sexual Harassment of Woman 2015 to the member of ICC on August 17,2021.
- (vi) Kurukshetra University Kurukshetra Policy Against Sexual Harassment of Woman 2015 was E-mailed (September 2,2021) to the Principles/Directors of the College/Institutions Affiliated to Kurukshetra University with a request to display the Policy on the Website of the College/Institute to create awareness about the policy. They were also request to Constitute Internal Complaint Committee for their respective Collages / institute.
- (vii) E-mail was sent to chairpersons Directors to display the KUK policy on the website and also to circulate the same among staff and students to create awareness regarding gender sensitivity.
- (viii) Organized One Day Workshop on “Awareness Program on Gender Sensitivity” on March 22, 2022.
- (ix) Chairperson ICCASH delivered lecture in One Day Online National Seminar on Women Empowerment and Gender Sensitization: Patriarchy and the Status of Women in Society on May 07, 2022 organized by KVA DAV College for Women, Karnal.