

ABOUT INTERNAL COMPLAINT COMMITTEE

The Prevention of Sexual Harassment of Women at Workplace Act, 2013, commonly referred to as the POSH Act, is applicable to all workplaces in India, including colleges. According to this law, workplaces employing ten or more individuals are required to establish an Internal Complaints Committee (ICC) to address complaints of sexual harassment.

The key functions of the ICC are as follows:

- Receiving Complaints:** The ICC is responsible for receiving written complaints of sexual harassment from employees, students, or any individuals associated with the university.
- Conducting Inquiries:** Upon receiving a complaint, the ICC promptly initiates an impartial inquiry to ascertain the accuracy of the allegations.
- Maintaining Confidentiality:** Throughout the inquiry process, the ICC ensures strict confidentiality to safeguard the identities of the complainant, witnesses, and the accused.
- Providing a Fair Hearing:** The ICC offers an opportunity for both the complainant and the accused to present their cases and provide relevant evidence.
- Making Recommendations and Taking Action:** After completing the inquiry, the ICC provides its findings and recommendations to the university administration. These recommendations may include disciplinary actions against the accused, policy changes, awareness programs, or other appropriate measures.
- Follow-up:** The ICC oversees the effective implementation of its recommendations and monitors the situation to prevent any recurrence of harassment.

The Internal Complaint Committee at BARJC, KAUL:

Sr. No	Name	Designation	Email	Contact No.
1	Dr. Nancy Gulati	Convener, ICC	nancy.gulati@yahoo.co.in	9416292520
2	Dr. Sandeep Kumar	Member	dr.sandeepkumar76@gmail.com	9416676777
3	Dr. Rajeev Kumar Gaba	Member	librarianrkgaba@gmail.com	7015539320
4	Dr. Radhika Khanna	Member	Khannaradhika1512@gmail.com	704292715
5	Mr. Surender			
6		External Member		

Submit the complaint:

At Babu Anant Ram Janta College, Kaul (Kaithal), individuals can lodge a complaint of sexual harassment with the ICC by submitting the complaint in person or via email to any of the committee members listed from Sr. No. 1 to 5. The complainant needs to include their Full Name, Designation/Student ID/Staff ID, Department/Faculty, and Contact Information when submitting the complaint.

Confidentiality

For those concerned about privacy, the ICC assures the confidentiality of both the complainant and the accused throughout the entire process.