



INTERNAL COMPLAINTS COMMITTEE (ICC)

WOMEN'S RIGHTS ARE HUMAN RIGHTS

Your words matter.

Speak up. Stand up. End harassment.

Silence protects the abuser, not the abused.

Together, we can create a harassment-free world.

Internal Complaints Committee (ICC)



Internal Complaints Committee (ICC) is a crucial body within a workplace or institution established to address grievances related to sexual harassment of women.

The ICC plays a vital role in creating a workplace where women feel safe, respected, and protected from sexual harassment, while also providing a mechanism for resolving complaints and preventing future incidents. The Committee serves as a platform for women to report and seek redress for complaints of sexual harassment, ensuring a fair and transparent process for investigation and resolution.

Introduction

ICC is formed based on The Sexual Harassment of Women at Workplace (prevention, Prohibition, and Redressal) Act, 2013, enacted to provide a safe and secure environment for women in the workplace.

Sexual harassment results in the violation of the fundamental rights of a woman to equality under Articles 14 and 15 of the constitution of India and her right to life and to live with dignity under Article 21 of the constitution, and the right to practice any profession or to carry on any occupation, trade, or business, which includes the right to a safe environment free from sexual harassment.

The protection against sexual harassment and the right to work with dignity are universally recognized human rights by international conventions and instruments such as the Convention on the Elimination of all Forms of Discrimination against Women, which was ratified on June 25, 1993, by the Government of India.

The University Grants Commission (UGC) has also notified the University Grants Commission (Prevention, Prohibition, and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015, in the Gazette of India.

The UGC Regulations, being statutory in nature, are binding for all HEIs.

As per the advisory of the UGC, the ICC functions to:

- Deal with gender-based violence and conduct gender sensitization programs.
- Handle complaints of sexual harassment, providing a mechanism for women to report and seek redress for incidents.
- Prevent sexual harassment by raising awareness, promoting a safe environment, and developing and implementing policies against sexual harassment.
- Investigate complaints thoroughly and fairly, following a transparent process that respects the principles of natural justice, and ensuring all parties involved are heard.
- Resolve complaints promptly, minimizing the impact on individuals and the workplace environment.

Composition of ICC:

Presiding Officer: A senior-level woman employee from the workplace is appointed as the Presiding Officer.

Members: At least two additional members, from among the employees with commitment to women's rights.

External Member: An external member of a Non Governmental Organization
