

2.7.iii – Women Anti-Sexual Harassment Committee (ICC)

The college has constituted a Women Anti-Sexual Harassment Committee, also known as the Internal Complaints Committee (ICC), in accordance with the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. The committee ensures a safe, secure, and gender-sensitive environment within the campus.

Objectives

- To provide a safe and secure environment for all women
- To prevent incidents of sexual harassment
- To ensure fair, confidential, and sensitive redressal of complaints

Composition of the Committee

- I. Chairperson (Principal)
- II. Faculty Member
- III. Faculty Member
- IV. Faculty Member
- V. Non-Teaching Staff Representative
- VI. External Member (NGO/Legal Expert)

Functions

- To receive and address complaints of sexual harassment
- To conduct impartial inquiry as per legal provisions
- To recommend disciplinary actions
- To maintain strict confidentiality

Awareness Initiatives

- Orientation programmes for students and staff
- Workshops, seminars, and awareness campaigns
- Display of guidelines and helpline numbers on campus
- Support Mechanism
- Counseling and guidance to affected individuals

2.7.iv – Grievance Redressal Mechanism

The college has established a transparent and efficient grievance redressal system to address the concerns of students and staff promptly.

- Committees Involved
- Grievance Redressal Committee
- Internal Complaints Committee (ICC)
- Anti-Ragging Committee
- Discipline Committee
- Modes of Submission
- Written applications
- Complaint/Suggestion boxes
- Direct interaction with authorities

<https://rkmvshimla.edu.in/facilities/grievances/>