



SERVICES AVAILABLE IN

Internal Complaints Committee (ICC)

University of Delhi

- ✔ Grievance Redressal of Sexual Harassment
- ✔ Counseling Services for Victims
- ✔ Consultation/Support Services for Colleges
- ✔ Sensitization/Awareness Programs for Prevention of Sexual Harassment at the Workplace

Submit the complaint : Directly at the office of the ICC , Room No. 206, (2nd Floor, Academic Research Centre, Patel Marg, Opp. Khalsa College, Delhi University, Delhi – 110007)

- OR: Send an email to: office_icc@admin.du.ac.in
- OR: Can contact women Helpline Number – 181
- OR: Contact Emergency Response Support System Number – 112
- OR: If you are in College, then contact the College ICC
- For any queries please contact personally in the office of ICC: Ms. Anita Gupta (Coordinator ICC, DU)

Presiding Officer
Internal Complaints Committee
University Of Delhi



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Are You Being Sexually Harassed?

If you are a student/employee experiencing sexual harassment at your Work Place/College/Department/Hostel/Faculty or any place in the University/College or if you want to help victim, read on:

The Sexual Harassment of Women at Workplace Act, 2013 & UGC (Prevention, Prohibition & Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015

What constitutes Sexual Harassment?

- Sexual Harassment includes unwelcome Sexual Behavior of direct or implied nature such as –
- Physical contact and advances
- Request for sexual favors
- Sexually colored remarks
- Showing pornography
- Unwelcome physical, verbal or non-verbal sexual conduct
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How does one prepare a complaint?

- Write exactly what happened with details, dates, names of
- Witnesses & document, if any
- Be specific about the incident/incidents.
- Be honest, as false complaints can invite penalties.
- Your need to file a complaint of sexual harassment within three months of the incident

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Punishments, if found Guilty of Sexual Harassment

- Under the Sexual Harassment of Women at Workplace Act, 2013 &
- UGC (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015
- Anyone can file a Complaint, if one is being sexually harassed.

Punishments

1. Anyone found guilty of sexual harassment shall be punished in accordance with the service rules (teaching/non-teaching) of the University of Delhi.
2. Where the respondent is a student, depending upon the severity of the offence, the University may
 - a) Withhold privileges of the student such as access to the Library, Auditoria, Halls of residence, Transportation, Scholarships, allowances and identity card.
 - b) Suspend or restrict entry into the campus for a specific period.
 - c) Expel and strike off name from the rolls of the Institution, including denial of readmission, if the offence so warrants:
 - d) Award reformatory punishments like mandatory counseling and, or, performance of community services

Action against Frivolous Complaint

- If the ICC concludes that the allegations made were false, malicious or untrue, the complainant shall be liable to be punished as per the provisions of the POSH Act & UGC (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015

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