

## **INTERNAL COMPLAINTS COMMITTEE –REPORT 2022-2023**

ZHDC has set up an Internal complaints committee in accordance with the requirements of “The Sexual Harassment of Women at workplace (Prevention, Prohibition and Redressal) Act 2013 (POSH Act) and the UGC (Prevention, Prohibition and Redressal of Sexual Harassment of Women employees and Students in Higher Educational institutions) Regulations 2015 (UGC Regulations)” and comes under ordinance XV-D Sexual Harassment.

Since Sexual Harassment is a violation of fundamental rights of women, ZHDC is a zero-tolerance zone for such harassment and shall treat it as a violation of disciplinary rules (leading to expulsion and rustication) if the perpetrator is a student. Sexual harassment is also a crime under Penal code 1860(Criminal Law of India).

### **ICC at ZDHC functions as under:**

- Organize POSH training to students and staff of college.
- Implementation of policies relating to the prevention of sexual harassment.
- Strive to resolve complaints by aggrieved complainant while keeping the confidentiality of both parties.
- Displaying names, contact numbers and email ids of the committee members at appropriate places in college.
- Displaying the ordinance XV-D and names, contact numbers, and email ids of the internal complaints committee members on the college website.
- Installation of a letter box to receive complaints.

### **Activities organized by Internal Complaints committee in year 2022-2023 are:**

Poster making competition on topic “Discrimination against women”- this event was very well received by the students and saw enthusiastic participation. ICC organized a talk cum discussion on “Navigating through Relationships “as more students move to stay in capital to seek higher education and broaden their holistic view, they experience a constant change in relationships and often are clueless and don’t know how to handle them and take healthy decisions. The speaker, Dr Gayatri Arunkumar, psychology faculty at Delhi University, discussed how to deal with toxic relations, different types of relationships and how to distance away and give space in relations.

As a mandatory duration of student’s member in the committee is only up to one-year, new students’ team was elected through elections and POSH Training was organized for the new batch of students. Advocate Mrs. Nilofer Khan, a practicing lawyer at Supreme Court, Delhi, conducted the training and had discussions on all aspects of sexual harassment, its prevention, and legal actions against those found guilty.

Mr Tejaswi Goel from District legal Services Authority held an interactive session on “Rights of Women”. Students participated actively, became aware and strengthened their knowledge on rights of women.

The committee received and amicably resolved two complaints.

