



Post Graduate Government College

Sector 11, Chandigarh

SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (PREVENTION, PROHIBITION AND REDRESSAL) ACT 2013

INTERNAL COMPLAINTS COMMITTEE
REPORT FOR THE YEAR 2023-24

1. Constitution:

As per the mandate of the Sexual Harassment of Women at Work Place (Prevention, Prohibition and Redressal) Act, 2013 (hereinafter referred to as the POSH Act), the College has duly constituted Internal Complaints Committee consisting of following members for addressing and redressing complaints and grievances under the POSH Act:

Name of the Department	Name of Chairman and Members of Internal Complaint Committee (ICC)	Contract Number	Email
Post Graduate Govt. College, Sector-11, Chandigarh	1. Mrs. Monika Vij Sikka (Associate Professor, Vice Principal, PGGC-11, Chandigarh) (Convener)	9356565696	monika.vij.sikka@gmail.com
	2. Dr. Gurmel Singh (Member- Associate Professor & Dean, PGGC-11, Chandigarh)	9781782474	gurmaildr@yahoo.in
	3. Dr. Benudhar Patra (Member- Associate Professor, PGGC-11, Chandigarh)	9569909144	drpatra11@gmail.com
	4. Ms. Neha Vishnu Sonawane (Member- Founder Partner of 'Vaakya Legal'-based in Chandigarh, Punjab, Haryana, J&K, Maharashtra)	9814006622	neha@vaakyalegal.com
	5. Prof. (Dr.) Jyoti Seth (Member- Retired Professor & Member of Sanjh Jagori, NGO Dharamshala)	9815961261	jyotiseth@gmail.com
	6. Dr. Vijaya Singh (Member- Assistant Professor,	7508278711 9417385299	singhvijaya.singh@gmail.com chahalsuresh19@gmail.com

PGGC-11, Chandigarh)

7. Dr. Suresh Kumar
(Member- Associate
Professor,
PGGC-11, Chandigarh)

2. Objectives of the Committee:

Sexual harassment at College or Workplace is considered as a violation of women's right to equality, life and liberty. The Committee is focused to ensure that the learning environment for the women is not insecure and/or hostile lest the same would discourage the participation of women in college, thereby adversely affecting their social and economic empowerment and the goal of inclusive growth. Following are the objectives of the committee:

- To ensure that all the provisions of the POSH Act are adhered to in letter and spirit, in order to safeguard women employees and students from any form of sexual harassment within the college campus.
- To foster a culture of respect and understanding, aiming to create an environment where sexual harassment is not tolerated.
- To adhere to the directives of the Hon'ble Supreme Court of India in letter and spirit, it is the endeavor of the committee to ensure that effective policies are implemented to prevent sexual harassment within college campus.
- To establish a lasting mechanism for preventing and addressing sexual harassment cases and other forms of gender-based violence within the college. The Internal Complaints Committee is designated to handle complaints of sexual harassment and this mechanism ensures that employees have a designated body to approach, confidentially and impartially, for reporting incidents of harassment.
- To establish and follow clear guidelines for addressing and redressing complaints related to sexual harassment of women within the college.
- To create awareness about gender equity, about what constitutes sexual harassment and the steps to be taken for its prevention.

3. Procedure/Mechanism for Lodging Complaint:

As per the guidelines of the Act, the Committee has formulated the procedure for lodging the complaints:

- Any aggrieved may file a written complaint to the Internal Complaint Committee, Prevention of Sexual Harassment of Women within three months of the incident. If the complainant is unable to submit a written complaint, the Chairperson or any committee member provides necessary assistance to help them put their complaint in writing or send it via e-mail to the college address: principal@gc11.ac.in
- The Committee examines and enquires into the cases and consider the forwarded documents /proof, if any are appended along with.
- The Committee takes action based on the material that has been submitted along with the required documentation or evidence, if available.
- The Committee assures that the grievance has been properly addressed and resolved in a stipulated time limit.

4. Functions:

The Committee is empowered to look into the matters of harassment by discharging the following functions:

- The grievances are to be attended promptly on the receipt thereof.
- The Committee reviews all cases and acts as per rules.
- The Committee prepares and maintains a record of all the complaints referred before it and the action taken by it.

5. Activities:

- As per the provisions of the Act, the Committee of the College recently organized awareness sessions in the form of lectures on the topic 'Sexual Harassment of Women at Workplace' on 12th January 2024 and on 28th February 2024, for the non-teaching staff and teaching staff of the college, respectively. The former lecture was delivered by Ms. Jyoti Seth, a well-known gender specialist in Chandigarh and retired HoD of the department of Sociology at PGGCG-42, Chandigarh; and the latter lecture was delivered by Ms. Nikita Garg, a practicing lawyer at the Hon'ble High Court of Punjab and Haryana, Chandigarh.

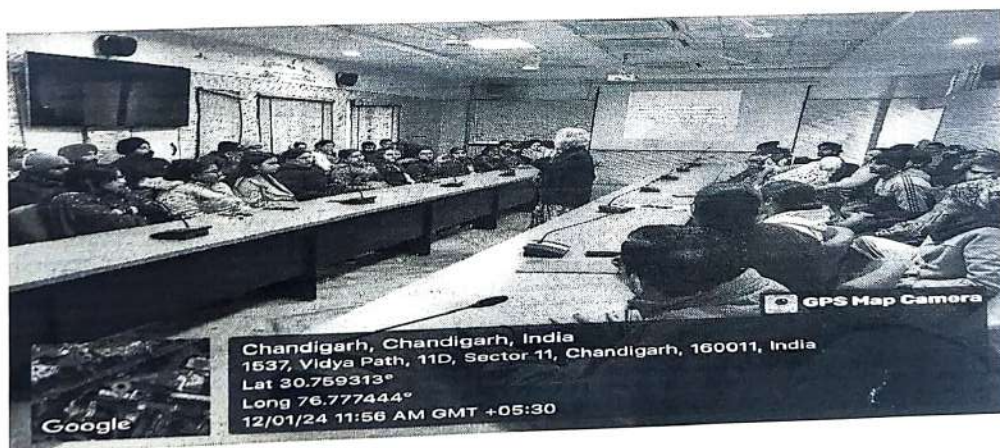
- Apart from this, the College has been regularly spreading awareness amongst the students and staff members alike, keeping in mind their safety as its utmost priority
- Moreover, the names of Chairperson and members of the Internal Complaints Committee have been prominently displayed in the College premises.
- Police patrolling is regularly carried out at the college premises to ensure the safety of women.

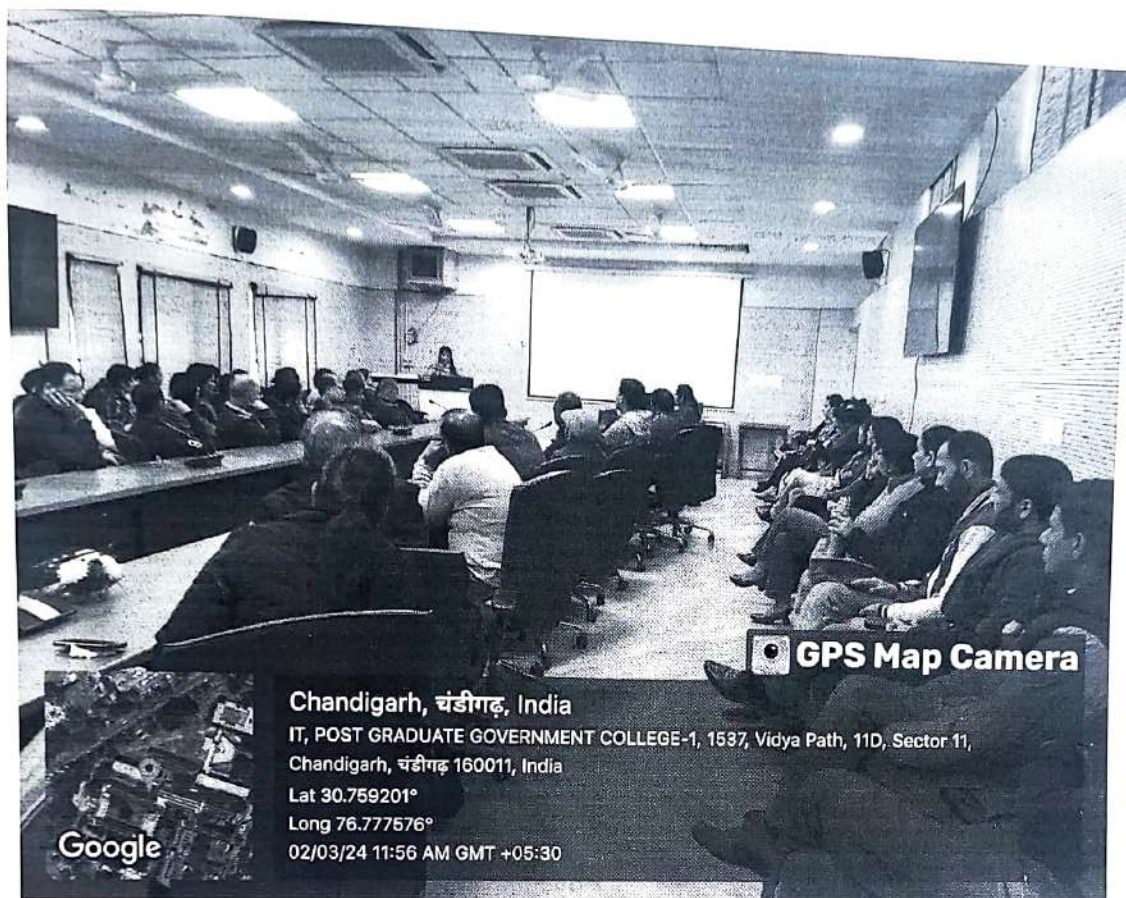
SAY NO TO DRUGS

Post Graduate Government College (PGGC)
Sector 11, Chandigarh

Internal Complaint Committee

Sr. No.	Name of Member	Contact No.
1.	Mrs. Monika Vij	9356566896
2.	Dr. Gurnel Singh	9781782474
3.	Dr. Benudhar Patra	9569909144
4.	Mr. Neha Vishnu Sonawane	9814006622
5.	Prof. (Dr.) Jyoti Seth	9815961261
6.	Dr. Vijaya Singh	7508278711
7.	Dr. Suresh Kumar	9417385299





6. Cases:

No case was reported during the session 2023-24 within the purview of this Act.

Agarwal
Prof. Dr. Punam Agarwal
Principal
PGGC-11, Chandigarh.
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