



# S. NIJALINGAPPA COLLEGE

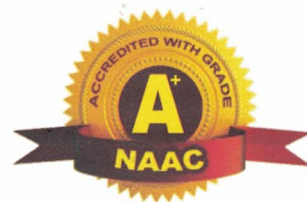
II Block, Rajajinagar, Bengaluru - 560 010.

Permanently Affiliated to Bengaluru City University, Bengaluru

Re-accredited by NAAC at A+ Level with 3.53 CGPA with 3rd Cycle

Phone : 080 - 2332 5020, 2352 6055

Website : [www.klesnc.org](http://www.klesnc.org) | Email : [info@klesnc.org](mailto:info@klesnc.org).



Ref. No. : .....

Date : .....

## INTERNAL COMPLIANCE COMMITTEE (ICC) AND POLICY

(2019-2023)

The college has established the Internal Complaints Committee in accordance with the "The Sexual Harassment of Women at the Workplace (Prevention, Prohibition and Redressal) Act, 2013" requirements.

The Sexual Harassment Redressal Cell was founded by the College. The goal is to address women's complaints and resolve issues in compliance with Supreme Court rulings and UGC standards. The Cell raises awareness about channels for recourse in cases of sexual harassment. The Cell hosts discussions, interactive workshops, seminars, and special events regarding sexual harassment and anti-human trafficking on campus. An Internal Complaint Committee on Sexual Harassment has been established by the Cell.

First, non-formal approaches would be used to settle the disputes. The Committee will carry out in-depth investigation if needed. The complaint will be handled using a humanistic manner. Safe and fearless environment will be created to speak openly about the harassment. There will be a safe space where people can talk freely about harassment.

### **Sexual Harassment**

Any unwanted sexually determined behaviour, whether overt or covert, is considered sexual harassment. Examples include making advances or physical contact, demanding or requesting sexual favours, making sexually suggestive comments, displaying pornographic material, and engaging in any other unwanted physical, verbal, or nonverbal sexual conduct.

Sexual harassment is an infringement on human rights and a type of violence against women. It is an infringement on the fundamental rights guaranteed by the Indian



Constitution. Such behaviour denies equal opportunity, violates gender equality, and violates common dignity.

The Supreme Court defines sexual harassment as any unwanted behaviour motivated by sexuality, including:

- Physical contact
- A demand or request for sexual favours
- Sexually coloured remarks
- Showing pornography
- Any other physical, verbal or non-verbal conduct of a sexual nature.
- The best way to stop sexual harassment of women is to increase their self-confidence, which can be done by offering self-defence classes on campuses. It should be permissible for students to demonstrate against events as they occur. An occasional incident may be dealt with immediately, but the complaints committee has to be notified of any instances of power abuse or persistent sources of fear and discomfort stemming from unwanted sexual attention.

### **Redressal Methods**

1. The college has a redressal cell which avail the students to raise the complaint.
2. Committee members record the complaints and will investigate the incident in the meeting. If there has been a series of incidents, seek information about all previous incidents; collect evidence like messages, emails and any other relevant documents, including itemised call records.
3. Reduce oral complaints using the written complaint to ensure that the complaint is as far as possible in their own words. Ensure that all documents submitted by the complainant are authenticated on every page, countersigned by the member of the ICC who has recorded/received the complaint.
4. Granting interim relief to complainants: addressing requests for transfer, leave, medical care/leave, protections against victimisation.
5. Implementation of guarantees of confidentiality and principles of natural justice, including serving restraint orders, and interim disciplinary action.



6. Procedures to be followed in formal enquiry:

- a. Order and manner of inquiry: the necessity of adopting a mode of inquiry whereby the respondent has a full opportunity to understand the case being made out against him before he presents his defence.
- b. Dealing with depositions: verbatim vs. sense-based reduction of oral depositions. Use of questions and answers. Administration of an oath of confidentiality, and signatures on attendance sheets. The necessity of the deposition being explained to the witness in a language she/he can understand, and the use of translation/interpretation. Also, the need for the authentication of depositions (preferably on the same day) by all witnesses, particularly the respondent.
- c. Procedures for the cross-examination of the parties and their witnesses, modulated by the guiding principles of gender-sensitivity and non-coercion. Supply of authenticated and anonymised depositions to both parties.
- d. How to summon and interview official witnesses and access official records.
- e. How to write an enquiry report: The need to address all the aspects of evidence, and depositions with regard to the complaint as well as procedural objections.
- f. Protocols for submitting an enquiry report.

**The following principles must be adopted as the directive principles for the institution.**

1. Confidentiality
2. Non-coercion and Interim Relief
3. Fair Enquiry
4. Orientation towards Education and Redressal
5. Representative committees

**Activities of the Cell**

1. Displays the information about the programmes of the Cell on notice boards of the offices, hostels and departments in the College
2. Creates awareness on forms of harassments and redressal through the articles, press notes etc.,
3. Conducts Seminars, Special Talks and Speech Competition



**REPORTS OF ANTISEXUAL HARASSMENT CELL (Enclosed as Annexure)**

- 2023-24
- 2022-23
- 2021-22
- 2020-21
- 2019-20



  
**Principal**  
**KLE Society's S. Nijalingappa College**  
**Rajajinagar, Bengaluru-560 010**