

Internal Complaints Committee (ICC) - Women

Constitution of ICC for considering complaints of sexual harassment of women employees at work place

In compliance with the instructions and guidelines issued by AICTE in implementation of the directives of Hon'ble Supreme Court of India vide its order dated 12-05-2023 on the subject of sexual harassment of women in the workplace, Pragati Engineering College had duly revised the Internal Complaint Committee for considering complaints of sexual harassment of women working in the College. This Committee in the college has now been constituted for the academic year 2023-2024 for considering complaints of sexual harassment of women employees. The details with regard to the Act & rules, role, functions etc. of ICC are as given below:

S.No.	Title	Details
1.	Sexual Harassment of Women at Workplace(Prevention, Prohibition and Redressal) Act and Rule 2013	https://pragati.ac.in/aicte/icc/
2.	Handbook on Sexual Harassment of Women at Workplace	https://pragati.ac.in/aicte/icc/
3	Working rules for ICC	https://pragati.ac.in/aicte/icc/
4.	Online Complaint Management system titled “online-grievance-redressal-mechanism	https://pragati.ac.in/aicte/online-grievance-redressal-mechanism/

Complaint procedure:

Complaint regarding Sexual Harassment against women can be made either in paper form or by sending e-mail to ICC convener. As per the procedure, aggrieved woman can make written complaint of sexual harassment at workplace to the ICC (in case a complaint is against the employer), within a period of three months from the date of incident and in case of a series of incidents, within a period of three months from the date of last incident. As per the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Rules, 2013, in case the aggrieved woman is unable to make a complaint on account of her physical incapacity, a complaint may be filed inter alia by her relative or friend or her co-worker or an officer of the National Commission for Woman or State Women's Commission or any person who has knowledge of the incident, with the written consent of the aggrieved woman.

.Once a complaint is submitted to ICC, it will be directly sent to the Internal Complaint Committee (ICC) of the College to inquire into the complaint.

CLICK HERE - pragati.ac.in/aicte/online-grievance-redressal-mechanism – Online Complaint Management System

Composition of Internal Complaint Committee -Women(ICC)

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