

**GANDHI MEMORIAL NATIONAL COLLEGE, AMBALA CANTT**  
**Constitution of Internal Complaints Committee (ICC)**  
**SESSION: - 2023-24**

In compliance with the Supreme Court Judgment and guidelines issued in 1997 to provide for the effective enforcement of the basic human right of gender equality and guarantee against sexual harassment and abuse, more particularly against sexual harassment at work places the University Grants Commission (UGC) has issued circulars and insisting the enactment of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal Act Sexual Harassment Act in April 2013) to all the universities and colleges affiliated to it advising them to establish a permanent cell /committee and to frame guidelines to combat sexual harassment, violence against women and ragging at the universities and colleges. It has further advised them to be proactive by developing a conducive atmosphere on the campus, where the women are respected and they are treated with dignity. As per the guidelines of UGC and the Supreme Court, a Committee against Sexual Harassment/ Internal Complaints Committee (ICC) at has been established to provide a healthy and congenial atmosphere to the staff and students of the College.

Internal Complaint Committee (ICC) on Sexual Harassment of Women at Workplace under Prevention, Prohibition and Redressal Act Sexual Harassment Act in April 2013 (PoSH Act, 2013) is hereby constituted as under:

S.N.	Name	Designation	Phone Numbers
1	Dr. Rohit Dutt	Convener, Principal	9896732222
2	Dr. Seema Kansal	Senior most lady teacher of the college	8708131595
3	Ms. Kamlesh Kumari	In-Charge Women Cell	9466284887
4	Dr. S.S. Nain	Convener, Proctorial Board	9416226247
5	Mr. Brijesh Kumar	Convener, Sports Board	9416306964
6	Dr. Rajinder Kumar	Convener, Cultural Activities	9813437711
7	Dr. Dharamveer Saini	Coordinator, NSS	7496076954

**OBJECTIVES:**

**The Objectives of Internal Complaints Committee at G.M.N. College, Ambala Cantt includes:**

- Prevention of discrimination and sexual harassment against women, by promoting gender amity among students and employees.
- Deal with cases of discrimination and sexual harassment against women in a time bound manner aiming at ensuring support services to the victim.
- Recommend appropriate punitive action against the guilty.
- To uphold the commitment of the Institute to provide an environment free of gender-based discrimination
- To create a secure physical and social environment to deter any act of sexual harassment.
- To promote a social and psychological environment to raise awareness on sexual harassment in its various forms.

**METHODOLOGY (CODE OF CONDUCT):**

The procedure for redressal of complaints regarding sexual harassment of women at workplace was finalized and it was decided that the guidelines and norms laid down by Hon'ble Supreme Court as GMN Guidelines will be followed by Internal Complaints Committee.

Principal