

Internal Complaint Committee (ICC) Annual Report during the academic year 2023-24

Report by the Presiding Officer Dr. Seema Sharma

In accordance with the Govt. of India Gazette notification Part-II, Section-1, No. 18 "The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013" and Part-II, Section-4 of All India Council for Technical Education (Gender Sensitization, Prevention and prohibition of Sexual Harassment of Women Employees and Students and Redressal of Grievances in Technical Institutes) Regulations, 2016, the Internal Complaint Committee (ICC) was reconstituted in Gurukula Kangri (Deemed to be University) once in the session 2023-24 [letter no. No. GK (DU)/Estt./dated 26 September, 2023]. The stakeholders of the committee were as follows.

1	Prof. Suchitra Malik	Presiding Officer
2	Prof. Anjali Goel	Member
3	Dr. Atima Narang	Member (External)
4	Shri Manish Agarwal	Member
5	Dr. Swati Agarwal	Member
6	Sh. Aditya Nayar	Student Member
7	Sh. Arman Varshi	Member
8	Ms. Jyoti Gupta	Member
9	Dr. Rakesh Bhutiani	Convenor

Gurukula Kangri (Deemed to be University) is committed to create congenial working environment at the University Campus, in order to ensure Gender Equity and avoid any kind of sexual harassment at the workplace. The major role of the Internal Complaint Cell (ICC) is to take proactive steps and spread awareness to avoid any kind of sexual harassment in the workplace.

Annual Gender Sensitization Action Plan of 2023-2024

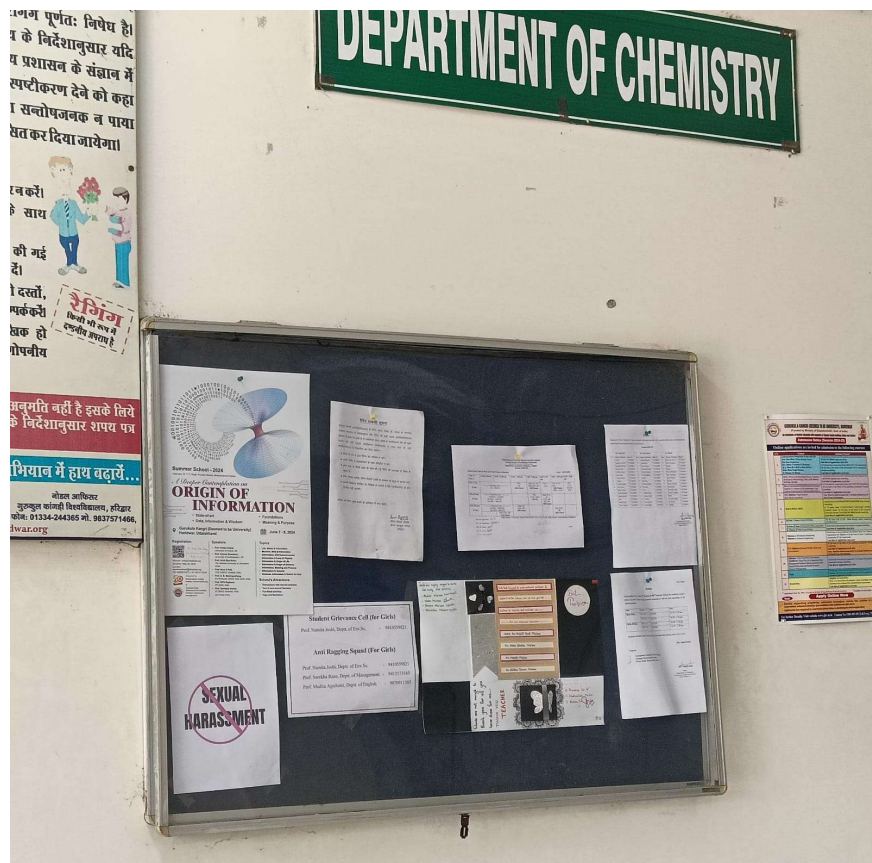
The Internal Complaint Cell (ICC) organizes various student events, invited lectures, competitions among students and other student activities, etc. focused on sensitizing students and staff toward sexual harassment and maintaining a cordial working environment in the University. In this regard following action plan was decided:

- i. To organize gender sensitization programs, orientation, and training for sensitizing the students, staff, and teachers of the University in each campus.
- ii. To organize awareness campaigns by inviting legal experts for counseling and guidance aimed at preventing and protecting women against discrimination and sexual harassment.
- iii. To create a social and psychological environment for harmonious and healthy relationships at the workplace by organizing various activities focused on gender sensitization.
- iv. To organize some outreach programs to sensitize students towards gender equality and sexual harassment at workplace in other educational institutions.

I. Actions taken with reference to the office memorandum issued by U.5 Section, Department of Higher Education, Ministry of Education, Govt. of India (F.No.18-2/2022-U.5 dt. 09.03.2022) on the subject 'Maintenance of safe working environment for female employees at Workplace' by GK(DTBU) Haridwar

1. **Displaying banners/ posters at conspicuous places:** Banners and posters have been displayed at different places of the Institute like class rooms, laboratories, elevators, stairs, library etc as follows.







2. Organization of a program to sensitize the employees and students of the Institute

Name of the training: Sensitization Training on Prevention, Prohibition and Redressal of Sexual Harassment of Women at Workplace

Organized by: Internal Complaint Committee (ICC), GK (DU), Haridwar

Date: 08-9 March 2024; **Time:** 10:30 AM onwards **Venue:** Kanya Gurukul, Haridwar

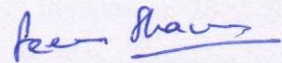






II. Issues/cases

One complaint was lodged on 29th November 2023 and it was solved on 12th Feb., 2024. Strict warning was given to the appellant and respondent involved followed by a counselling session . A detailed report was submitted to the competent authority. There are **NO PENDING CASES** at present.



Prof. Seema Sharma
Presiding Officer, ICC
GK(DU) Haridwar