



Office of the Principal
গুৱাহাটী মহাবিদ্যালয়
GUWAHATI COLLEGE

Recognised under UGC 2 (f) and 12 (B)
[Reaccredited by NAAC with B Grade (CGPA 2.62) in 2015]

Ref. No.

INTERNAL COMPLAINTS COMMITTEE

Date

Policy Document

Dated: _____

The Supreme Court of India took a decisive step in form of Vishakha guidelines for dealing with sexual harassment of woman at work place in India. The legislators took cognizance of the matter and passed the landmark - *Sexual Harassment of Women at Work place (Prevention, Prohibition and Redressal) Act, 2013* and accordingly mandated an internal legal mechanism in every Union/ State and its Departments and Institutions including private to address grievances of women.

Pursuant to *Sexual Harassment of Women at Work place (Prevention, Prohibition and Redressal) Act, 2013*, the Ministry of Human Resource Development came up with UGC gazette notification on 2nd May, 2016 namely – *University Grants Commission (Prevention, Prohibition and Redressal of Sexual Harassment of Women and students in Higher Education Institutions) Regulations, 2015*.

As per the UGC regulations, it is mandatory for all the Higher Education Institutions in India to constitute an Internal Complaints Committee with an inbuilt mechanism for gender sensitization against sexual harassment.

According to the Act of 2013 and pursuant to UGC regulation of 2015 in this regard, Guwahati College is committed to provide an academic and work environment free of sexual harassment for students, academic staff and non-teaching staff of the college.

The policy in regard to constitution and functioning of the Internal Complaints Committee is as per the UGC regulations of 2015. The regulation has all necessary details regarding the definition of 'sexual harassment', procedure of complaint, formation and functioning of the committee, the redressal mechanism and other related structure. Guwahati College in principle adheres and duly complies with the said regulation in letter and spirit.


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