



# **Internal Complaints Committee (ICC)**

**IIT ROPAR**



## Internal Complaints Committee ICC

- The Complaints of sexual harassment at a workplace corrode the persona of not only the complainant and the accused, but of the Institute as well.
- ICC is the sole authority to inquire about the complaints and make efforts to redress the same.
- The powers assigned ICC under POSH ACT.
- POSH or the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 is India's first codified legislation that categorically deals with the prevention, prohibition, and redressal of sexual harassment of women at the workplace.

# What is sexual harassment ?

**POSH Act, 2013** guidelines define sexual harassment as:

- a) physical contact and advances;
  - b) a demand or request for sexual favors;
  - c) sexually colored remarks;
  - d) showing pornography;
  - e) any other unwelcome physical verbal or non-verbal conduct of sexual nature.
- *Thus, sexual harassment need not involve physical contact. Any act that creates a hostile work environment - be it by virtue of cracking lewd jokes, verbal abuse, circulating lewd rumours etc. counts as sexual harassment.*

## Who can approach ICC and file a complaint?

- Any woman employee (faculty and staff including contractual, casual and temporary, female students) and any women residing/visiting at IIT Ropar Campus in any capacity may file a complaint against an incident of sexual harassment.



## How and where to file a complaint?

- The person concerned can personally approach/telephone/write/e-mail to any member of ICC followed by the submission of a formal written complaint as a hard copy addressed to the Chairperson, ICC within 90 days of the incident about which the complaint is filed. The ICC is required to complete the process of inquiry and submit its report within 90 days of the filing of the complaint.

The **formal complaint** must contain the following:

- Date and time of the incident
- The place where it occurred
- Name and contact information of the accused
- Name and contact information of witnesses
- Detailed description of the incident

*All information related to a complaint will be kept **strictly confidential**.*

## Nature of Punishment

- A warning letter
- Suspension for six months
- Termination of the program
- Community service for six hours a week for 4 months
- Lowering of final grade by one-grade point

*If complaint found to be baseless, then disciplinary action can be recommended against the complainant*  
– **False allegation**

## Current body of Internal Complaints Committee of IIT Ropar

- Dr. Durba Pal  
Chairperson,  
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