

National Institute of Technology

Message from Internal Complaints Committee (ICC), NIT Calicut

In compliance with the instructions of *National Commission for women* and guidelines issued in implementation of the directives of *Hon'ble Supreme Court Judgement dated 13th August, 1997* in the case of Visakha and others vs. State of Rajasthan and Others on the subject of sexual harassment of women in the workplace (Prevention, Prohibition and Redressal), this Institute had duly constituted an *Internal Complaint Committee (ICC)* for considering complaints of sexual harassment of women working in the NITC Campus.

The Supreme Court defined sexual harassment as any unwelcome, sexually determined physical, verbal, or non-verbal conduct. Examples included sexually suggestive remarks about women, demands for sexual favours, and sexually offensive visuals in the workplace. The definition also covered situations where a woman could be disadvantaged in her workplace as a result of threats relating to employment decisions that could negatively affect her working life.

Today, all workplaces in India are mandated by law to provide a safe and secure working environment free from sexual harassment for all women to uphold their fundamental right to equality and dignity at the workplace. All members of the NITC should be aware that the NITC prohibits and will not tolerate sexual harassment of its women employees, be it its faculty, staff (Permanent & Adhoc), and students. Each and every member of the NITC community is expected to support efforts to keep the campus free of any kind of sexual harassment.

Also, never be a silent witness to any sort of sexual harassment rather try to prevent it.

As a part of redressal measures, steps shall be taken by the respective bodies (as tabled below) to undertake measures to prevent *sexual harassment* in the campus.

The cases, unsettled, in the initial level need to be forwarded to ICC. Any matters which are referred as a serious sexual harassment which calls for confidentiality, immediate attention or medical emergency, police verification, legal settlement etc. may be addressed to ICC.

Complaint procedure:

Complaint regarding Sexual Harassment against women can be made either in plain paper submitted to **The Presiding officer, ICC, NIT Calicut** or by sending e-mail to icc@nitc.ac.in

The Act stipulates that aggrieved woman can make written complaint of sexual harassment at workplace to the ICC 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.

It should also be noted that *Complainant in no case shall fabricate a false witness or evidence against a respondent. If such cases are found, and verified, strict disciplinary actions may be initiated from the Institute*

Objectives of the Committee:

As per the Section 4 of the sexual Harassment of Women at workplace (Prevention, Prohibition & Redressal) Act 2013:

- To give awareness about matters related to prevention, prohibition and redressal of issues of sexual harassment at workplace
- To ensure impartial, transparent enquiry of specific and valid cases presented before the Committee for the benefit and welfare of the NITC community.

Table 1. Monitoring mechanisms for tackling sexual harassment

B.Tech	Faculty Advisors, Course faculty, respective HODs, Students Affairs Council (SAC), Dean (Academic), Dean (Student Welfare), Student Guidance Cell (SGC), Counsellors etc.
B.Arch	Faculty Advisors, Course faculty, respective HODs ,SAC, Dean (Academic), Dean (SW), Student Guidance Cell, Counsellors etc.
M.Tech	Programme coordinator, Course faculty, Guide, respective HODs, SAC, Dean (Academic), Dean (SW), Student Guidance Cell, Counsellors. etc.
M.Sc/MBA/MCA	Faculty Advisors, Course faculty, respective HODs, SAC, Dean (Academic), Dean (SW) , Student Guidance Cell, Counsellors etc.
Ph.D	Research supervisor/Guide, PhD Coordinator, HODs, SAC, Dean (Academic), Dean (SW) , Student Guidance Cell, Counsellors
Post- Doctoral Programme	Research supervisor/Guide, HOD, Dean (R&C)
Hostel inmates	Resident Tutor, Wardens, Chief Warden, Wardens Council, SAC, Dean (SW)
Staff	
Faculty (Permanent & adhoc)	HOD, DCC, Dean (Faculty Welfare)
Staff (Permanent & Adhoc)	Supervisor, concerned office Heads, Dean (P&D)

Members of the Internal Complaints Committee

No	Members of the Committee	Department
1	Dr. A Shaija (Presiding Officer , ICC)	Professor, MED
2	Dr. Sunitha K (Member ICC)	Associate Professor, EED
3	Dr. P K Madhavan Unni (Member ICC)	Assistant Professor, Physics
4	Ms. Sindhu P (Academic Member ICC)	U D Clerk
5	Mr. Abhilash A (Member ICC)	Sr.Mechanic, MED
6	Ms. Bhaghyalakshmi P V (UG Student)	B 200412 CH
7	Ms .Preeti Kumari (PG Student)	M 210451 EC
8	Ms. Priya P (Ph.D Student)	P210140 MS
9	Adv. Sushama M (External Member ICC)	Practicing Advocate Member, Calicut

Internal Complaints Committee (ICC) of NITC is committed to provide a campus free from sexual harassment.