

Message from Internal Complaints Committee (ICC) on Zero Tolerance Policy towards Sexual Harassment at NIT Calicut

In compliance with the instructions from *National Commission for women* and guidelines issued in implementation of the directives of *Hon'ble Supreme Court Act 2013* on sexual harassment of women in the workplace and *UGC (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015*, the Institute has duly constituted an *Internal Complaint Committee (ICC)* for considering complaints of **Sexual Harassment** of students and women working in the NITC Campus and to provide a safe and secure environment upholding their fundamental right to equality and dignity at the Institute.

The Supreme Court defined the act of sexual harassment as any of the following:

- (i) Any unwelcome physical, verbal or non-verbal conduct of sexual nature;
- (ii) Demand or request for sexual favours.
- (iii) Making sexually coloured remarks.
- (iv) Physical contact and advances
- (v) Showing pornography

Objectives of the Committee:

- 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.

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.

Table 1. Monitoring mechanisms for tackling Sexual harassment

B.Tech	Faculty Advisors, Course faculty, HODs, SGC, Counselors, ICC
B.Arch	Faculty Advisors, Course faculty, HODs, SGC, Counselors, ICC
M.Tech	Programme coordinator, Course faculty, Guide, HODs, SGC, Counselors, ICC.
M.Sc/MBA/MCA	Faculty Advisors, Course faculty, respective HODs, SGC, Counselors, ICC
Ph.D	Research supervisor/Guide, PhD Coordinator, HODs SGC, Counselor, ICC
Post- Doctoral Programme	Research supervisor/Guide, HOD, ICC
Hostel inmates	Resident Tutor, Wardens, Chief Warden, Wardens Council, ICC

Staff	
Faculty (Permanent & adhoc)	HOD, DCC, Dean (Faculty Welfare), ICC
Staff (Permanent & Adhoc)	Supervisor, concerned office Heads, Dean (P&D), ICC

Members of the Internal Complaints Committee (ICC)

No	Members of the Committee	Department
1	Dr. A Shaija (Presiding Officer)	Professor, MED
2	Dr. Sunitha K (Member)	Professor, EED
3	Dr. P K Madhavan Unni (Member)	Assistant Professor, Physics
4	Ms. Sindhu P (Member)	U D Clerk
5	Mr. Abhilash A (Member)	Sr.Mechanic, MED
6	Ms. Mehsana (UG Student)	B220388BT
7	Ms. Koushika (PG Student)	M220531ME
8	Ms. Priya P (Ph.D Student)	P210140 MS
9	Adv. Sushama M (External Member)	Practicing Advocate Member, Calicut

All members of the NITC should be aware that the NITC prohibits and will not tolerate sexual harassment of students and its women employees, be it its faculty, staff (Permanent & Adhoc). Each and every member of the NITC community is expected to support efforts to keep the campus free of any kind of sexual harassment.

This clause against sexual harassment has been included in the modified *Students' Conduct and Disciplinary Code 2022* and is available for reference in the main NITC website, Academic, SAC, ICC etc. It is expected that all the students, faculty and staff should go through this Code 2022 and UGC 2015 Act (as attached).

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

Complaint procedure:

Complaint regarding Sexual Harassment against any students or 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 the *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.*

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