



Dayanand Education Society's

Dayanand Collage of Commerce, Latur

The Internal Complain Committee

Gender Audit Policy

The Internal Complain Committee was constituted in the college as per the UGC (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) regulations. The University Grants Commission (UGC) has issued circulars since 1998, advising the institutions to establish a permanent cell and a committee and to develop guidelines to combat sexual harassment, violence against women and ragging at the universities and colleges. Keeping the above guidelines in view the college has constituted a Committee against Sexual Harassment

This cell is established for the purpose of providing safe and secure atmosphere to the girl students and staff at the workplace it will be free from sexual harassment for all of them.

According to Supreme Court Guidelines Sexual Harassment can be defined as unwelcome sexually determined behaviour whether directly or by implication as

- Physical contact and advances
- Demand or request for sexual favours
- Making sexually coloured remarks
- Showing pornography
- Any other unwelcome physical, verbal or nonverbal conduct of sexual nature.

Objectives of ICC

- 1) To take strict action for creating secure and safe environment by preventing discrimination and avoiding sexual harassment
- 2) To promote Amity among students and Employees by arrangement of Gender Awareness Program.
- 3) To organise girl and women empowerment program to encourage girls and women to report about sexual harassment
- 4) To provide recommendations to administration and authority about safe and securing environment making for women and girls in college.
- 5) Recommend appropriate punitive action against guilty party.

- 6) Prevent gender discrimination and sexual harassment by promoting gender sensitization among the students and employees.

Future plan of ICC

- 1) Organise a webinar on “POSH Act and UGC Guidelines”
- 2) Workshop cum awareness programme on “Gender discrimination, women Empowerment & Authority”
- 3) Seminar on Gender equality awareness
- 4) Workshop on Women empowerment to encourage girls and women staff in our college
- 5) Organising rally, the awareness of Sexual harassment at workplace.
- 6) Drama based activity by students on the topic of equality among girls and boys.



In-Charge



I/C. Principal
Jeyanand College of Commerce
LATUR.