



# Syon College

Affiliated to Panjab University Chandigarh  
K.M.-7, Hanumangarh Road, Abohar

## **Proof for Implementation of guidelines of statutory/regulatory bodies**

G.S.  
Principal  
Syon College  
Abohar



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## INSTITUTIONAL GUIDELINES FOR INTERNAL COMPLAINTS COMMITTEE (ICC)

As per the guidelines of UGC, NAAC and the Supreme Court, the college has established the Internal Complaints Committee for effective enforcement of basic human rights of gender equality and assurance of an environment free of sexual harassment and abuse.

The Objectives of the ICC is to develop healthy and safe atmosphere to the faculty and students of the College and to prevent sexual harassment or exploitation of any kind. Policy measures and procedures are laid down to combat sexual harassment, if any arises and the students are made aware of these proactive measures through seminars and outreach programmes. The college's Internal Complaints Committee addresses the grievances filed in a confidential and sensitive manner.

### Objectives:

1. To prevent and address incidents of sexual harassment within the college.
2. To ensure compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013.
3. To promote gender equality, dignity, and respect for all members of the college community.
4. To provide support and assistance to victims of sexual harassment.
5. To provide conducive environment and congenial atmosphere

### Functions of ICC

1. Disseminating information about the ICC and its role through orientation and awareness programs.
2. We have also displaced details of the members of the committee on Our College notice board.
3. The ICC will receive and address complaints related to any form of misconduct in a confidential and sensitive manner.
4. Conducting inquiries and investigations into the complaints in a sensitive and impartial manner.
5. Maintaining confidentiality throughout the complaint handling process.
6. Taking appropriate actions to redress the complaints and provide relief to the victims.
7. The committee shall organize awareness programs and workshops on preventing sexual harassment.
8. The ICC shall prepare annual report of complaints received, actions taken, and submit it to the college Administration.

PRINCIPAL

Principal  
Syon College  
Abohar