



# SERVICES AVAILABLE IN

## Internal Complaints Committee (ICC)

Indira Gandhi Delhi Technical University for Women

- ✚ Grievance Redressal of Sexual Harassment
- ✚ Counselling Services for Victims
- ✚ Consultation/Support Services for Colleges
- ✚ Sensitization/Awareness Programs for Prevention of Sexual Harassment at the Workplace

**Submit the complaint: Directly at the office of the ICC, Room No. 116, (Ground Floor, Administration Department, IGDTUW, Delhi-110006)**

- OR: Send an email to: [iccoffice@igdtuw.ac.in](mailto:iccoffice@igdtuw.ac.in)
- OR: Can contact women Helpline Number - 181
- OR: Contact Emergency Response Support System Number - 112
- OR: If you are in college, then contact the College ICC
- For any queries, please contact personally in the office of ICC: Prof. (Dr.) Rashmi Ashtt (Presiding Officer, ICC, IGDTUW)

**Presiding Officer  
Internal Complaints Committee  
IGDTUW**



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### Are You Being Sexually Harassed?

If you are a student/employee experiencing sexual harassment at your Work Place/College/Department/Hostel/Faculty or any place in the University/College or if you want to help victim, read on:

The Sexual Harassment of Women at Workplace Act, 2013 \& UGC (Prevention, Prohibition \& Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015

### What constitutes Sexual Harassment?

- Sexual Harassment includes unwelcome Sexual Behaviour of direct or implied nature such as -
- Physical contact and advances
- Request for sexual favors
- Sexually coloured remarks
- Showing pornography
- Unwelcome physical, verbal or non-verbal sexual conduct

### How does one prepare a complaint?

- Write exactly what happened with details, dates, names of
- Witnesses \& document, if any
- Be specific about the incident/incidents.
- Be honest, as false complaints can invite penalties.
- Your need to file a complaint of sexual harassment within three months of the incident

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### Punishments, if found Guilty of Sexual Harassment

- Under the Sexual Harassment of Women at Workplace Act, 2013 \&
- UGC (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015
- Anyone can file a Complaint, if one is being sexually harassed.

### Punishments

1. Anyone found guilty of sexual harassment shall be punished in accordance with the service rules (teaching/non-teaching) of the Indira Gandhi Delhi Technical University for Women.
2. Depending upon the severity of the offence, the University may
  - a) Withhold privileges such as access to the Library, Auditoria, Halls of residence, Transportation, Scholarships, allowances and identity card.
  - b) Suspend or restrict entry into the campus for a specific period.
  - c) Award reformatory punishments like mandatory counselling and, or, performance of community services

### Action against Frivolous Complaint

- If the ICC concludes that the allegations made were false, malicious or untrue, the complainant shall be liable to be punished as per the provisions of the POSH Act \& UGC (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015.

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### Indira Gandhi Delhi Technical University for Women

As per office order vide f.3(1)/Admn/2013/IGDTUW/Vol.III/2438, an internal Complaint Committee (ICC) under the provisions of Section 4 of Sexual Harassment of Women at Workplace Prevention, Prohibition and Redressal Act, 2013, consisting of the following officers has been constituted by the competent authority, IGDTUW.

S.No.	Name	Designation	Phone No	Email Id
1	Dr. Rashmi Ashtt, Professor	Presiding Officer	9728231244	<a href="mailto:rashmiashtt@igdtuw.ac.in">rashmiashtt@igdtuw.ac.in</a>
2	Dr. Jasdeep Kaur Dhanoa, Professor	Member	9968485100	<a href="mailto:jasdeep@igdtuw.ac.in">jasdeep@igdtuw.ac.in</a>
3	Dr. Shipra Aggarwal, Professor	Member	9911757510	<a href="mailto:shipraaggarwal@igdtuw.ac.in">shipraaggarwal@igdtuw.ac.in</a>
4	NGO (Ananya Foundation)	External Member	9312168254	<a href="mailto:shweta.kumar27@yahoo.com">shweta.kumar27@yahoo.com</a>
5	Mr. Jagdish, A.R. Personnel	Special Invitee	9250512229	<a href="mailto:arpersonnel@igdtuw.ac.in">arpersonnel@igdtuw.ac.in</a>

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