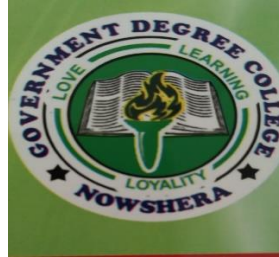


Govt. Degree College, Nowshera (Rajouri, J&K)

No. DCN/20/5182

Dated: - 23/02/2021



Internal Complaint Committee Against Sexual Harassment (ICCASH)

ANTI SEXUAL HARRASMENT POLICY

The Government of India has enacted the Protection of Women from Sexual Harassment at Workplace (Prevention, Prohibition and Redressal) Act (the POSH Act), 2013. For further details, see: <http://www.shebox.nic.in> (SHe-Box-Ministry of Women & Child Development)

ICCASH POLICY

GDC Nowshera is committed to provide to all women a place of work and study free of sexual harassment or exploitation. It is expected that all students, faculty, staff, karamcharis and officials shall treat one another and visitors to the Institution with respect. All members of the College, including those who are in temporary or short-term positions are subject to this Policy. Anyone violating this Policy is liable to disciplinary action.

The Internal Complaint Committee Against Sexual Harassment (ICCASH) shall deal with the complaints of sexual harassment seriously and promptly. The specific action taken in any particular case depends upon the nature and gravity of the conduct reported. The Internal Complaint Committee Against Sexual Harassment (ICCASH) shall respect the confidentiality and privacy of individuals reporting or accused of sexual harassment to the extent reasonably possible. However, providing false information with malicious intentions will attract appropriate disciplinary action.

What is Sexual Harassment?

- A. "Sexual Harassment" includes any one or more of the following unwelcome acts or behaviour (whether directly or by implication) namely-
- (i) physical contact and advances; or
 - (ii) a demand or request for sexual favours; or
 - (iii) making sexually coloured remarks; or
 - (iv) showing pornography; or
 - (v) any other unwelcome physical, verbal or non-verbal conduct of sexual nature.
- B. The following circumstances, among other circumstances, if it occurs or is present in relation to or connected with any act or behaviour of sexual harassment may amount to sexual harassment-
- (i) implied or explicit promise of preferential treatment in her employment; or
 - (ii) implied or explicit threat of detrimental treatment in her employment; or
 - (iii) implied or explicit threat about her present or future employment status; or
 - (iv) interference with her work or creating an intimidating or offensive or hostile work environment for her; or
 - (v) humiliating treatment likely to affect her health or safety.

What to do if you feel you are being sexually harassed

- **Know your rights-** Sexual Harassment is illegal, but the Protection of Women from Sexual Harassment at Workplace (Prevention, Prohibition and Redressal) Act (the POSH Act), 2013 prohibits sexual harassment.
- **Speak up-** If you can, tell the person to stop. State clearly and firmly that you want a particular behaviour to cease.
- **Get information and support-** If you feel you cannot speak up, ask your friends to help you and bring it to the notice of the college. Keep records that might be useful for pursuing the case.
- **Lodge your complaint to Internal Complaint Committee Against Sexual Harassment (ICCASH):** - Any of the members of ICCASH may be contacted verbally or in writing, at any time, for lodging complaints. The details of the members of the

committee and their contact numbers are available on college website (gdcnowshera.co.in) and also displayed at prominent sites inside the college campus.

What not to do

- **Do not blame yourself**-Sexual harassment is not something one brings on oneself. It is not a consequence of certain ways of dressing or acting. It is a violation of an individual's right to work and live with dignity.
- **Do not ignore**-Ignoring sexual harassment does not make it go away. The harasser may misinterpret a lack of response as approval of the behaviour.
- **Do not delay**- Delay in action increases the probability that unwanted behaviour shall continue or escalate.
- **Do not hesitate to ask for help**- Speaking up may prevent others from being harmed as well.

Visit the college website www.gdcnowshera.co.in for more details about the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.