



Dr. Farooq Ahmed  
PRINCIPAL

**OFFICE OF THE PRINCIPAL**  
**GOVERNMENT DEGREE COLLEGE NOWSHERA, RAJOURI-185151**  
NAAC Accredited Grade "B+"

Website: [www.gdcnowshera.co.in](http://www.gdcnowshera.co.in)  
E-Mail: [prl.gdcnowshera@jk.gov.in](mailto:prl.gdcnowshera@jk.gov.in)

Phone/Fax: +91-01960-230323 (O)  
Mobile No.: 9419256701 (O)

**Internal Complaint Committee (No. DCN/2025/468 dated 29/07/2025)**

S. No	Name	Designation	Contact Number	E-Mail
01	Dr. Ruhi Gupta	Presiding officer	9796604251	<a href="mailto:ruhigupta4251@gmail.com">ruhigupta4251@gmail.com</a>
02	Ms. Deepika Bali	Internal Member	7780826456	<a href="mailto:deepikabali12345@gmail.com">deepikabali12345@gmail.com</a>
03	Ms. Romani Gupta	Internal Member	6005170174	<a href="mailto:rkromani208@gmail.com">rkromani208@gmail.com</a>
04	Ms. Ruby Sharma	Non-Teaching Member	7006439382	<a href="mailto:rubysharmadh156@gmail.com">rubysharmadh156@gmail.com</a>
05	Ms. Supriya Sasan	External Member	8492946400	<a href="mailto:supriyasudan9@gmail.com">supriyasudan9@gmail.com</a>

Sd/-  
PRINCIPAL

**PREVENT SEXUAL HARASSMENT AT WORKPLACE**  
LEGAL CONSEQUENCES UNDER POSH ACT, 2013

A Safe and Dignified Workplace is a Right-Ensure Compliance with the Law

**Acts Considered Sexual Harassment under POSH Act, 2013:**

- ❖ Unwelcome physical contact and advances
- ❖ Demand or request for sexual favors
- ❖ Making sexually colored remarks
- ❖ Showing pornography against will
- ❖ Any other unwelcome verbal, non-verbal or physical conduct of sexual nature
- ❖ Creating intimidate, offensive or hostile working environment

**Penal Consequences Under POSH Act, 2013:**

The punishment for sexual harassment under the act includes a fine of up to Rs.1,00,000 imprisonment for up to three years, or both.

Employer's failure to comply with duties :Fine up to ₹50,000 Stalking: a three-year prison sentence, or even both. Voyeurism: imprisonment for up to three years or a fine or both.

Repeat violations → Higher fine / Cancellation of license or registration

False or malicious complaint → Action may be taken as per service rules after proper inquiry

**INTERNAL COMPLAINTS COMMITTEE- GOVT. DEGREE COLLEGE NOWSHERA**

Dr. Ruhi Gupta 9796604251	Prof. Deepika Bali 7780826456	Prof. Romani Gupta 6005170174
Ms. Ruby Sharma 7006439382	Adv. Supriya Sasan 8492946400	Women Helpline No: 181

<https://shebox.wcd.gov.in/>      email: [gdcnowshera@gmail.com](mailto:gdcnowshera@gmail.com)

DIGNITY. EQUALITY. RESPECT. SPEAKUP-IT'S YOUR RIGHT.

**SHe-Box Online Complaint Management System**

IF YOU ARE FACING SEXUAL HARASSMENT AT WORKPLACE

Register Your Complaint  
Status of Your Complaint

A safe workplace is every woman's right