



KALASALINGAM

ACADEMY OF RESEARCH & EDUCATION

(DEEMED TO BE UNIVERSITY)

Under sec. 3 of UGC Act 1956. Accredited by NAAC with "A" Grade



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POLICY DOCUMENT

INTERNAL COMPLAINT COMMITTEE

The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 is a legislative act in India that seeks to protect women from sexual harassment at their place of work. The Act will ensure that women are protected against sexual harassment at all the workplaces, be it in public or private. This will contribute to realization of their right to gender equality, life and liberty and equality in working conditions everywhere. The sense of security at the workplace will improve women's participation in work, resulting in their economic empowerment and inclusive growth.

The Sexual Harassment Act empowers the Internal Complaints Committee (ICC) to recommend to the employer redressal measures, at the request of the aggrieved persons.

The committee constitutes of the following members:

1. Senior Faculty (Female) – Chairperson
2. Two Faculty members
3. One or two Staff members
4. One External Members (Preferably Lawyer)
5. One Research Scholar
6. One Male faculty

The complaints committee will be responsible for redressal of the complaints made by the victim and also to ensure time bound action against the complaints as provided in the Act.