



5 August, 2022

Internal Complaints Committee

"Internal Complaints Committee" (ICC) means Internal Complaints Committee constituted under sub regulation (1) of regulation 4 of University Grants Commission (Prevention, prohibition and redressal of sexual harassment of women employee and students in higher educational institutions) Regulations, 2015.

Vidyapith ever since its inception has maintained a 'zero tolerance' policy towards sexual harassment.

"Sexual harassment" means-

- (i) "An unwanted conduct with sexual undertones if it occurs of which is persistent and which demeans, humiliates or creates a hostile and intimidating environment or is calculated to induce submission by actual or threatened adverse consequences and includes any one or more for all of the following unwelcome acts or behavior (whether directly or by implication), namely:
 - (a) any unwelcome physical, verbal or non verbal conduct of sexual nature;
 - (b) demand or request for sexual favours;
 - (c) making sexually coloured remarks;
 - (d) physical contact and advances; or
 - (e) showing pornography"
- (ii) any one (or more than one or all) of the following circumstances, if it occurs or is present in relation to connected with any behavior that has explicit or implicit sexual undertones-
 - (a) implied or explicit promise of preferential treatment as quid pro quo for sexual favours;
 - (b) implied or explicit threat of detrimental treatment in the conduct of work;
 - (c) implied or explicit threat about the present or future status of the person concerned;
 - (d) creating an intimidating offensive or hostile learning environment;
 - (e) humiliating treatment likely to affect the health, safety dignity or physical integrity of the persons concerned.

If you ever encounter any behaviour which may fall into any of the above category howsoever remotely, please contact any of the following members of the Internal Complaints Committee (ICC) immediately:

1. Prof. Manju Singh	9414543798	2. Ms. Shailly Sharma	9887051809
3. Dr. Rashmi Sharma	9352878375	4. Smt. Vibha Pareek	9352803196
5. Dr. Mamta Jha	9352879841	6. Ms. Vartika Paliwal	9587817663
7. Ms. Deeksha Sahu	8233192014	8. Ms. Pratibha Sharma	6376566574
9. Ms. Vibha Upadhyaya	9829293300		

You may also contact directly Ina Bhabhi (228787, 9352803155).

Authorized Signatory

BANASTHALI VIDYAPITH

ICC Meetings (2022-2023)

Annual Report

The ICC, Banasthali Vidyapith has conducted quarterly meetings through the session 2022-23. (Total four meetings were conducted on 9th July 2022, 1st October 2022, 5th January 2023 and 13th April 2023). Separate agendas were formulated for each of the meetings on the basis of the need. Agendas comprised of issues about the dissemination information and creating awareness about ICC and gender sensitization against sexual harassment among students, staff and others, review safety measures in the campus and the impact of ICC initiatives.

The committee recommended and included two new student representatives Ms. Vartika Paliwal and Ms. Pratibha Sharma and one non-teaching staff member Ms. Mamta Jha in place of Dr. Kamal Thakur.

As per the requirement of the agenda, the committee visited the whole campus including hostels, market area, canteens and construction sites and assessed the existing safety facilities including appointment of female guards and better lighting requirements.

All the suggestions made by the committee were accepted and implemented as follows:

- Group based talks and workshops were conducted by the ICC members for students, staff members and others.
- Female guards were appointed by the Vidyapith as per the requirement at the different places.
- Some places were identified with better lighting requirements which were well taken care off by Electricity department by putting up halogen lights.

The committee had thorough discussions about placing the posters containing the details of ICC members as per the guidelines of “The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013” and it was observed that the details of ICC members should be widely circulated by displaying more such posters at various places in the campus.

During this session, no cases of sexual harassment were reported.


(Manju Singh)
Chairperson