

REPORT OF INTERNAL COMPLAINTS COMMITTEE, DRC

The Internal Complaints Committee of the college, met thrice in the academic session 2022-23, to resolve and address the matter concerning a complaint, wherein, the identity of the complainee as well as the complainant was anonymous and despite this ambiguity, necessary and prompt action was taken and best possible solution was arrived at.

A special sensitisation workshop was organized by the Internal Complaints Committee, on 7th December'2022, for students, teaching and non-teaching faculty, to create awareness on the provisions of "Sexual Harassment at Workplace (Prevention, Prohibition and Redressal) Act, 2013".

The poster is for a sensitization and awareness programme. At the top, it features the logos of Daulat Ram College, the 75th Azadi Ka Amrit Mahotsav, and the IQAC logo. The main title is "Daulat Ram College" in a large, bold, serif font. Below it, in smaller text, is "INTERNAL COMPLAINTS COMMITTEE DAULAT RAM COLLEGE (under the aegis of IQAC)". A dark blue horizontal band contains the text "Sensitization & Awareness Programme for Prevention of Sexual Harassment at the Workplace". Below this, it says "BY" followed by "Ms. STUTI GUPTA" in bold. Underneath, it identifies her as a "Legal specialist on cases of Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013". A light blue box contains the event details: "DATE: December 7, 2022", "TIME: 10:30AM Onwards", and "VENUE: Conference Hall, Daulat Ram College". At the bottom, it lists the organizers: "Prof. Savita Roy, Principal", "Prof. Sarita Nanda, Vice Principal", and "Prof. Rajni Sahnii, Co-ordinator ICC, DRC". Finally, it mentions "Dr. Malini Sharma, Member, ICC" and "Dr. Shachi Chawla, Member, ICC".

The resource person/guest speaker for the event was Ms. Stuti Gupta, Advocate (external member of ICC, DRC). She has completed her graduation in BBA.LLB from Bharati Vidyapeeth University, Pune and has been enrolled with Delhi Bar Association since 2014. She has been practising before Delhi District Courts and Hon'ble High Court of Delhi from last eight years. Currently, she is an External Member of Internal Complaint Committee in M/s Panasonic India, M/s Fuji Films and M/s Industrial Info. She has organised and headed workshops for various companies under Sexual Harassment of Women at workplace and has also conducted online training organised by Ministry of Labour on Women Employment Laws. She has been working with Lex Alliance since 2014 and presently she is associate Partner in the firm. Her area of practise is primarily civil, commercial and matrimonial disputes.

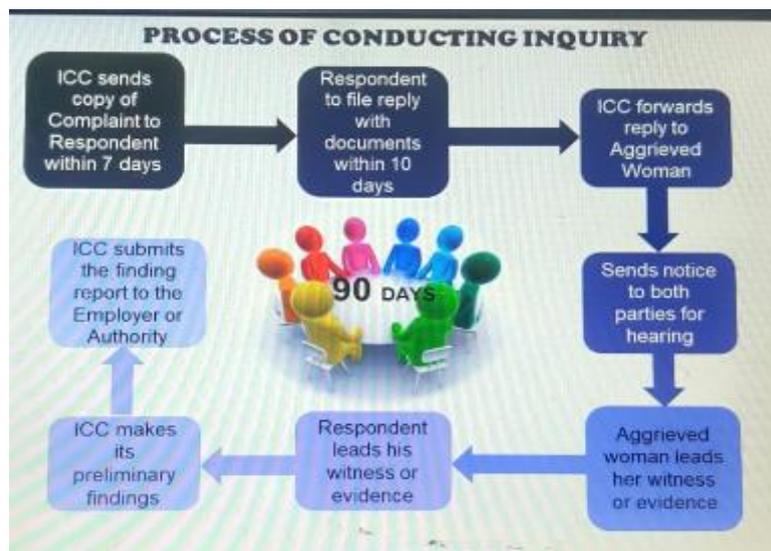


The workshop commenced with a mesmerising lamp lightening ceremony by our esteemed guest Ms. Stuti Gupta, our respected principal madam Dr. Savita Roy, vice principal madam Dr. Sarita Nanda, Dr. Rajni Sahni, Dr. Malini Sharma among the other faculty members. It was followed by a welcome speech given by the Principal of our college. As many as 134 students, 16 members of teaching staff and 3 members of the non-teaching staff were present at the event. Ms. Gupta started the workshop by defining the term ‘sexual harassment’. It referred to any unwanted verbal or physical contact that is sexual in nature. She enlightened the audience about different modes of sexual harassment. Few examples included requests for sexual favours, unwelcome and inappropriate promises of rewards in exchange for sexual favours, verbal harassment of sexual nature including jokes referring to sexual acts/ sexual orientation etc. It was surprising to know that sexual harassment can also be online (in the form of bullying, ‘sexting’, up skirting, etc.). Ms. Gupta also informed the audience about the four laws associated with sexual harassment in India: The Indian Penal code, Sexual Harassment at Workplace Act (POSH Act, 2013), University Grants Commission Regulations (2015) and All India Council for Technical Education Regulations (2015).



She presented the audience with several intriguing examples from the corporate industry and other educational institutions. Her examples included phrases like *'quid pro quo'*, which mean 'this for that'. It means asking for sexual favours against rewards or punishments if sexual favours are not given. Using examples like this, she made the listeners aware of the importance of sensitization in the society as a whole. According to her, if proper action is not taken against the heinous acts of sexual harassment, it could impact the victim in multiple ways like loss of emotional well-being, physical health, learning; damage to career; bad reputation etc.

She also made the audience aware about the procedure of filing complaints against any act of sexual harassment and how the identity of the complainees should be kept confidential. Furthermore, she also guided on how the Internal Complaints Committee (ICC) should conduct an inquiry if they receive a complaint about sexual harassment in their institution.



Ms. Gupta then emphasised on the responsibilities of Higher Educational Institutions (HEIs) towards spreading the knowledge and awareness about the rights, entitlements and responsibilities enshrined in the POSH Act. The HEIs should organise training programmes, workshops, functionaries to sensitize the students and the faculty members. They must act decisively against all gender based violence perpetrated against employees and students of all sexes including the third gender.

She also alerted the audience about how dangerous it could be to file a frivolous complaint against someone. It may lead to grave problems like spoiling their career, impacting their and family's reputation, acute mental harassment and concerns as critical as committing suicide.



The event was made very interactive by using real life examples and a thought-provoking true or false session. It was then followed by a question and answer session. The workshop concluded with a thank you note by our students. Overall the event was a great success. The participants had an ideal opportunity to learn about a sensitive issue of great importance.