

**OFFICE OF THE REGISTRAR
MEWAR UNIVERSITY
GANGRAR (CHITTORGARH) RAJASTHAN**

No.: MU/RO/Admin/2023/2004

Date-17-Aug-2023

Office Order

Internal Complaints Committee (ICC)

Internal Complaints Committee related to Sexual Harassment and Violence against women at their work-place

With the rise of acts of violence and offenses against women in the country in recent times, the issues of women's safety and security have sparked a slew of fresh deliberations in the nation. In the backdrop of this larger debate, with due attention to the fact that there has been a substantial increase of female students and some untoward incidents of offensive behaviour towards the women (students, faculty, and campus residents) do happen at Mewar University campus, women's safety is both a timely and important issue for Mewar University to deliberate upon.

Presently, this cell functions as the "Internal Complaints Committee" as designated under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

One or more of the following unwelcome acts or behaviour (whether directly or by implication) namely:

- Physical contact or advances; or
- A demand or request for sexual favors; or
- Making sexually colored remarks; or
- Showing pornography or any other unwelcome physical, verbal or non-verbal conduct of sexual nature.


The following circumstances, among other circumstances, if it occurs or is present about or connected with any act or behaviour of sexual harassment may amount to sexual harassment: -

- Implied or explicit promise of preferential treatment in her employment; or
- Implied or explicit threat of detrimental treatment in her employment; or
- Implied or explicit threat about her present or future employment status; or
- Interference with her work or creating an intimidating or offensive or hostile work or environment for her
- Humiliating treatment is likely to affect her health or safety.

This cell undertakes inquiries about complaints of sexual harassment from aggrieved women employees (as defined under the Act, 2013). The complaint is kept confidential, and adequate protection is provided to the complainant, where necessary. Complaints are heard expeditiously while adhering to the principles of Natural Justice. Necessary recommendations are provided to the Authority based on the findings of the inquiry.

Where and Whom to Lodge a Complaint

If you are a victim of sexual harassment or perceive yourself to be, immediately contact (personally or through telephone / written request/e-mail)-any of the committee members of the Cell. Alternatively, an e-mail can be sent to icc@mewaruniversity.org. The complaint and the identity of the complainant will be kept CONFIDENTIAL.



**Registrar
Mewar University
Gangrar, (Chittorgarh)**

Committee Members

Dr. Sonia Singla	Presiding Officer
Mr. Gautam Singh Dhakad	Member
Mr. B.L Pal	Member
Ms. Supriya Chaudhary	Member
Ms. Rukamanee	Member
Mr. Kishan Kumar-Management (Student Representative)	Member
Mr. Jaynarayan Kumar -B.Pharma (Student Representative)	Member

Appellate Authority for Internal Complaints Committee (ICC)

Dr. Aruna Dube	Member
----------------	--------


Registrar
Mewar University
Gangrar, (Chittorgarh)

Copy to:

PS to Hon'ble Chancellor (for kind information)
PS to Hon'ble President/Pro-President (for kind information)
All Deans/Directors/Hod's
Accounts/Examination/Library/Store/Security/Warden /IT/All Staff
Coordinator – IQAC Cell
Record File
Notice Board