



**S.V.L.N.S GOVERNMENT DEGREE COLLEGE,  
BHEEMUNIPATNAM**

**VISAKHAPATNAM DISTRICT**

**ACCREDITED BY NAAC WITH B GRADE**

**INTERNAL COMPLAINTS COMMITTEE (ICC)**

**Sexual harassment of women at workplace act 2013**



The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, is a legislation enacted in India to prevent and address sexual harassment of women at the workplace. The Act provides a framework for organizations to prevent and handle complaints of sexual harassment, and aims to create a safe and conducive work environment for women.

Key provisions of the Sexual Harassment of Women at Workplace Act, 2013, include:

**Definition of Sexual Harassment:** The Act defines sexual harassment broadly, including unwelcome sexual advances, requests for sexual favours, or any other conduct of a sexual nature that creates a hostile or intimidating work environment.

**Employer's Responsibility:** The Act mandates employers to take measures to prevent sexual harassment, including creating an Internal Complaints Committee (ICC) in organizations with 10 or more employees, and providing training to employees on sexual harassment prevention.

**Complaint Mechanism:** The Act requires employers to establish a complaint mechanism for women to report incidents of sexual harassment. Complaints can be filed with the ICC, or in case of organizations with less than 10 employees, with the Local Complaints Committee (LCC) set up at the district level.

**Confidentiality and Non-Retaliation:** The Act emphasizes the need for confidentiality in the complaint process and prohibits retaliation against complainants. It also provides for penalties for false or malicious complaints.

**Inquiry and Redressal:** The Act lays down the procedure for conducting inquiries into complaints of sexual harassment, including the right to be heard by the complainant and the accused, and the requirement to complete the inquiry within a specified timeframe. It also provides for remedies such as compensation and disciplinary action against the accused.

**Obligation to Report:** The Act requires employers to submit an annual report to the government on the number of complaints received and actions taken, while maintaining the confidentiality of the complainants.

**Awareness and Training:** The Act emphasizes the importance of creating awareness about sexual harassment and conducting training programs for employees to prevent and address such incidents.

### **MEMBERS OF INTERNAL COMPLAINTS COMMITTEE (ICC) 2021-22**

<b>Status of the committee</b>	<b>Name and designation</b>	<b>Contact Number</b>
<b>Chair Person</b>	<b>R. Manjula, Principal</b>	<b>9985737633</b>
<b>Convener</b>	<b>M. Ramana, Lecturer in Economics</b>	<b>9440976988</b>
<b>Members</b>	<b>Smt. D. Madhuri, Lecturer in English</b>	<b>9490584045</b>
	<b>Sri. Y. Srinivasa Rao, Lecturer in Commerce</b>	<b>9294001665</b>
<b>Student Members</b>	<b>V.Uha, III B.Sc (MPC)</b>	
	<b>Kum Mohitha. III B.Com</b>	