



"Only Knowledge can provide salvation"



Keshav Mahavidyalaya (University of Delhi)

Internal Committee (IC)

Formed under the Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions, UGC Regulations, 2015

https://www.ugc.ac.in/pdfnews/7203627_UGC_regulations-harassment.pdf

About the Internal Committee

- Keshav Mahavidyalaya is committed to providing a safe and secure environment in the Campus.
- The college has an Internal Committee (IC) under the University Grants Commission (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Education Institutions) Regulations, 2015.

ZERO TOLERANCE for any kind of sexual harassment.



Members of the Internal Committee

Name	Designation	Email ID	Mobile Number
Prof. Kanupriya Goswami	Convenor and Presiding Officer	kanupriyagoswami@keshav.du.ac.in	9811098220
Prof. Roli Bansal	Teacher Representative	roli.bansal@keshav.du.ac.in	9810839573
Dr. Amanjot Sachdeva	Teacher Representative	amanjot.sachdeva@keshav.du.ac.in	9953013928
Mr. Pawan Gupta	Non-Teaching Member	pawan.gupta@keshav.du.ac.in	9899009466
Ms. Neetu Sharma	Non-Teaching Member	neetu.sharma@keshav.du.ac.in	8802280252
Ms. Priyanka Tomar	Advocate	—	—



Who Can Approach the IC

If you are a Student or Employee experiencing sexual harassment at the Workplace, College, Hostel, or any place in the College — or if you want to help the victim — you can contact the IC of the College.



What Constitutes Sexual Harassment?

Sexual harassment includes sexual behaviour of a direct or implied nature, such as:

- Physical contact and advances
- Request for sexual favours
- Sexually coloured remarks
- Showing pornography
- Unwelcome physical, verbal or non-verbal conduct



How Does One Prepare a Complaint?

- Write exactly what happened, with details, date and names of witnesses (if any), and document it.
- Be specific about the incident / incidents.
- Be honest, as false complaints can invite penalties.
- **A complaint of sexual harassment must be filed within three months of the incident.**



Submission of the Complaint

- Write directly to the Convenor / Presiding Officer of the IC
- OR contact any member of the College IC
- OR send an email to ic@keshav.du.ac.in
- OR contact the Women Helpline Number — 181
- OR contact the Emergency Response Support System Number — 112



Punishments, If Found Guilty of Sexual Harassment

- Under the Sexual Harassment of Women at Workplace Act, 2013,
- and the UGC (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015 —



Punishments

Anyone found guilty of sexual harassment shall be punished in accordance with the service rules (teaching / non-teaching) of the University of Delhi.

Where the respondent is a student, depending upon the severity of the offence, the College may:

- 1 Withhold privileges of the student such as access to the Library, Auditoria, Halls of residence, Transportation, Scholarships, allowances and identity card.
- 2 Suspend or restrict entry into the campus for a specific period.
- 3 Expel and strike off name from the rolls of the Institution, including denial of readmission, if the offence so warrants.
- 4 Award reformatory punishments like mandatory counselling and / or performance of community service.



Action Against Frivolous Complaint

If the IC concludes that the allegations made were false, malicious or untrue, the complainant shall be liable to be punished as per the provisions of the POSH Act and the UGC (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015.

SUPPORT & REPORTING CHANNELS



SHe-Box Online Complaint Management System

Filing / registering of complaints by Women employees and Students through SHe-Box at <http://shebox.nic.in/>

WOMEN HELPLINE NUMBER

181

EMERGENCY RESPONSE SUPPORT SYSTEM

112

ic@keshav.du.ac.in

Reference: <https://keshav.du.ac.in/uploads/usefullinks/SexualHarssmentatWorkplace.pdf>