

Annual Report of the Internal Complaints Committee (ICC) - Session 2022-23

Introduction

The Internal Complaints Committee (ICC) of Invertis University, Bareilly, is committed to providing a safe and secure environment for all students. During the academic session 2022-23, the committee undertook various initiatives to promote awareness about sexual harassment and ensure the well-being of students.

Awareness Campaigns

- The ICC organized several awareness campaigns throughout the session. These campaigns included:
 - Workshops and seminars on the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH Act).
 - Interactive sessions with students to discuss various forms of sexual harassment and empower them to report such incidents.
 - Distribution of informational brochures and posters outlining the ICC's mandate and complaint redressal procedures.

Case Filed

During this session, the ICC received one case filed by a girl student of B.Tech CSE who alleged teasing by some students while commuting on the university bus.

- The ICC promptly initiated an inquiry into the complaint, following the due process outlined in the POSH Act.
- To ensure fairness and confidentiality, the committee obtained statements from the complainant, witnesses, and the accused students.
- Based on the investigation, the ICC determined an appropriate course of action, which may have included counseling, warnings, or stricter disciplinary measures as per the university's anti-ragging policy.

Outcomes and Recommendations

The ICC's prompt action in addressing the reported case demonstrates the university's commitment to a harassment-free environment.

The committee recommends:

- Continued organization of awareness campaigns to educate students about their rights and the ICC's grievance redressal mechanism.

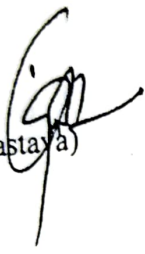
- Encouraging a culture of open communication where students feel comfortable reporting incidents of harassment.
- Conducting periodic reviews of the ICC's functioning to ensure its effectiveness.

Conclusion

The ICC plays a vital role in fostering a safe and inclusive learning environment at Invertis University. By promoting awareness and ensuring a fair and swift complaint redressal process, the committee is committed to protecting the dignity and well-being of all students.

Chairperson

Prof. J.N. Shrivastava



**REGISTRAR
INVERTIS UNIVERSITY
BAREILLY**

ICC Mechanism

On receipt of a complaint, the ICC shall conduct a preliminary enquiry so as to ascertain the truth of the allegations by collecting the documentary evidence as well as recording statements of any possible witnesses including the complainant.

ICC shall then submit the preliminary enquiry report to the Chairman, along with all the original documents adduced during the preliminary enquiry proceedings. In case the allegations are not in the nature of sexual harassment, the ICC may refer such complaints to the Grievance Redressal Cell or to the Chairman.

Where sexual harassment occurs as a result of an act or omission by any third party or outsider, the ICC shall take all steps necessary and reasonable to assist the affected person in terms of support and preventive action

The ICC shall comply with the procedure prescribed in the aforementioned UGC Regulations 2015 and the Sexual Harassment Act for inquiring into the complaint in a time bound manner.

If the ICC concludes that the allegations made were false or malicious, or the complaint was made knowing it to be untrue or forged, or misleading information has been provided during the inquiry, the complainant shall be liable to be punished as per the relevant provision of the aforementioned UGC Regulations 2015.

The Member Secretary, ICC shall receive the written complaints of sexual harassment, if any, on behalf of ICC and shall coordinate the deliberations of the ICC on the complaints received

Inquiry process:

- The inquiry shall be completed within a period of 90 days from the date of the complaint.
- The ICC shall provide a report of its findings to the Chairman within a period of 10 days from the date of completion of the inquiry and such report shall be made available to the concerned parties.
- If the allegation against the respondent has been proved, the ICC shall recommend punitive action(s) to be taken against the respondent.
- The Chairman shall act upon the recommendation within 60 days of receiving it.

Note: All female faculty members, non-teaching staff and students must bear in mind that such complaints are of an extremely serious nature and should, on no account, be made in a frivolous manner. This platform should not be misused to settle personal scores, or for any other non-genuine reason.


Registrar
Invertis University
Bareilly

