

**MKSSS'S Dr.B.N. College of Architecture for Women, Pune.**

**Internal Committee (IC) with designation under the POSH Act, 2013**

On 13th Aug 1997, the Supreme Court of India issued a judgment, Vishaka judgment that recognized and addressed sexual harassment at the workplace as a human rights violation. The Supreme Court in its judgment said every woman has a right to a safe workplace. The court gave directives for all employers/organizations making it mandatory to institute sexual harassment complaints committees at workplaces. The judgment also created sexual harassment prevention guidelines for the workplace. The sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 has replaced the guidelines/norms laid down by Hon' able Supreme Court on sexual harassment and came into force from 9 December 2013. The Govt. of India made rules for carrying out the provisions of this Act, 2013.

What is sexual harassment?

Sexual harassment includes any more or more of following unwelcome acts (whether directly or by implication) such as:

- Physical contact and advances
- Demand or request for sexual favours
- Sexually coloured remarks
- Showing pornography
- Any other unwelcome physical, verbal or nonverbal conduct of sexual nature

**Procedure to File a Complaint**

- Any aggrieved woman can file complaint in writing, to the ICC, within a period 3 months from the date of incident (sexual harassment at workplace).
- If she is unable to make a complaint in writing, the ICC will provide all possible assistance to her for making the complaint in writing.
- If the ICC is satisfied that the circumstances were such, which prevented the woman from filing a complaint within a period of 3 months, it may extend the time limit not exceeding three months.
- The complainant needs to submit six copies of the complaint along with the supporting documents and names and addresses of the witnesses to the ICC. On receipt of the complaint, the Committee will send one of the copies to the respondent within a period of seven working days and ask the respondent to file his reply to the complaint along with his list of documents and names and addresses of witnesses, within a period not exceeding ten working days from

the date of receipt of the complaint by him. Legal practitioner is not allowed to represent the case at any stage of the proceedings before the Committee.

The Internal Complaint Committee (ICC) of MKSSSS's Dr.B.N. College of Architecture for Women is constituted in 2026 as per Gender Sensitization, Prevention and Prohibition of Sexual Harassment of Women Employees and Students and Redressal of Grievances in Technical Institutions (All India Council for Technical Education Regulations, 2016)

The Internal Complaints Committee is responsible for investigating every formal written complaint of sexual harassment and taking appropriate remedial measures to respond to any substantiated allegations of sexual harassment.

The Internal Complaints Committee shall inquire into the complaints as per the provisions of Section 11 of the POSH Act, 2013. The Committee may give recommendations as may be considered necessary under the provision of Section 12 of the Act, 2013 and based on these recommendations, the Competent Authority shall take appropriate action.

**Key Objectives & Responsibilities:**

- **Safety & Prevention:** Creating a safe working environment and fostering a culture of zero tolerance towards sexual harassment.
- **Complaint Redressal:** Providing a secure, confidential mechanism to file complaints and investigating them through a fair, transparent, and time-bound process.
- **Legal Compliance:** Adhering to the "Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013".
- **Support & Protection:** Providing emotional and psychological support to victims and protecting them from retaliation.
- **Awareness:** Conducting sensitization workshops, training programs etc
- **Authority:** The committee has the authority to examine witnesses, call for evidence, and recommend disciplinary action, such as wage cuts, termination, or counselling. Prohibition of any hierarchical oppression exercised based on gender inequality that prohibits intellectual or academic growth similarly, prevention of gender biased attitude when it comes to adjudication of efficacy of work allocated within working hours. The committee ensures protection of the fundamental rights of a woman.