



TEERTHANKER MAHAVEER UNIVERSITY

(Established under Govt. of U. P. Act No. 30, 2008)

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Ref. : TMU/R.O./2020-21/ICC/001

Date : 10.01.2020

Internal Complaints Committee

In compliance of the UGC (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015 effective from May 2016, the University has decided to reconstitute the anti-sexual harassment Committee with the name Internal Complaints Committee (ICC) which shall be effective from the date of its notification. The following is the composition of the ICC in accordance with the above said UGC Regulations:

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|----|--|-------------------|
| 1. | Prof Shruti Chandok | Presiding Officer |
| 2. | Dr Ankita Jain, Associate Professor, Dental | Member |
| | Dr Shambhu Bhardwaj, Associate Professor-CCSIT | Member |
| 3. | Dr Vineeta Jain, Deputy Librarian | Member |
| | Mr Avanish Kumar, Security Officer | Member |

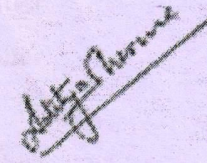
The term of office the members of ICC shall be three years.

Responsibilities of ICC:

1. Provide assistance if an employee or a student chooses to file a complaint with the police,
2. Provide mechanism of dispute redressal and dialogue to anticipate and address issues through just and fair conciliation without undermining complainant's right and minimize the need for purely punitive approaches that lead to further resentment, alienation or violence.
3. Protect the safety of the complainant by not divulging the person's identity, and provide the mandatory relief by way of sanctioned leave or relaxation of attendance requirement or transfer to another department or supervisor as required during the pendency of the complaint, or also provide for the transfer of the offender.
4. Ensure that the victims or witness are not victimised or discriminated against while dealing with the complaints of sexual harassment.

5. Ensure prohibition of retaliation or adverse action against a covered individual because the employee or the student is engaged in protected activity.
6. The aggrieved person shall submit the complaint in writing to ICC with-in the period of three months from the date of incident or in case of series of incident, then three months from the date of last incident.
7. The ICC shall be required to complete the inquiry with-in a period of ninety days from the date of receipt of complaint.
8. The Vice Chancellor shall act on the recommendations of the ICC with-in the period of thirty days.
9. An appeal can be filed on findings/recommendations of ICC by either party before the Vice Chancellor with-in the period of thirty days from the date of recommendations.

This is issued with the approval of Hon'ble Vice Chancellor.


(Aditya Sharma)
Registrar

Copy to:

1. P.S. to Hon'ble Chancellor
2. P.S. to Hon'ble Vice Chairman
3. P.S. to Hon'ble Vice Chancellor
4. Guard file

- II. 1. Dean-Academics
2. Principals-All colleges
3. Members of the Committee as above