



F.No. AUD/26-2(1)/Gov./28th BoM/2020/647

October 14, 2020

NOTIFICATION

In pursuance of the decision by the Board of Management in its 26th and 28th meeting held on June 19, 2019 and September 08, 2020, the Committee for Prevention of Sexual Harassment (CPSH) at AUD is being rechristened as Internal Complaints Committee (ICC) as per Hon'ble Supreme Court judgement on Vishakha vs others & State of Rajasthan judgement and University Grants Commission (UGC) guidelines thereon.

2. The composition of the ICC is as under:

(a) A Presiding Officer who shall be a woman faculty member employed at a senior level (not below a Professor in case of a university, and not below an Associate Professor or Reader in case of a college) at the educational institution, nominated by the Executive Authority;

- Professor Anita Ghai, School of Human Studies

(b) two faculty members and two non-teaching employees, preferably committed to the cause of women or who have had experience in social work or have legal knowledge, nominated by the Executive Authority;

- Dr. Richa Awasthy, Associate Professor, SBPPSE
- Dr. Oinam Hemlata Devi, Assistant Professor, SHE
- Mr. Bipul Kumar Srivastava, Dy. Registrar, Admn.
- Ms. Anshu Singh, Assistant Registrar, Planning

(c) Three students, if the matter involves students, who shall be enrolled at the undergraduate, master's, and research scholar levels respectively, elected through transparent democratic procedure;

- To be notified in due course.

(d) one member from amongst non-government organisations or associations committed to the cause of women or a person familiar with the issues relating to sexual harassment, nominated by the Executive Authority.

- Professor Arvinder Kaur, University School of Information, Communication and Technology, GGSIP University, Delhi

3. The Internal Complaints Committee (ICC) shall have the following responsibilities:

(a) provide assistance if an employee or a student chooses to file a complaint with the police;

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- (b) provide mechanisms of dispute redressal and dialogue to anticipate and address issues through just and fair conciliation without undermining complainant's rights, and minimize the need for purely punitive approaches that lead to further resentment, alienation or violence;
 - (c) 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;
 - (d) ensure that victims or witnesses are not victimised or discriminated against while dealing with complaints of sexual harassment; and
 - (e) ensure prohibition of retaliation or adverse action against a covered individual because the employee or the student is engaged in protected activity.
4. The term of office of the members of the ICC shall be for a period of three years or a system whereby one-third of the members of the ICC may change every year.
5. This supersedes the earlier CPSH Notification No. AUD/CPSH/Elections/2019/2238 dated 05.12.2019 and AUD/CPSH/2019 dated 13.12.2019.
6. This issues with the approval of the Competent Authority.


(Dr Nitin Malik)
Registrar

Copy to:

- i) Presiding Officer and Members of the Committee (by name)
- ii) Office of the Vice Chancellor
- iii) Office of the Pro-Vice Chancellor-I/ Pro-Vice Chancellor-II
- iv) Office of the All Deans of Schools/ Directors of Centres
- v) Office of the Registrar/ the Controller of Finance
- vi) All Deputy Registrars and Assistant Registrars
- vii) Webmaster with a request to upload this Notification of AUD's intranet
- viii) Notification File/ Guard File Office copy/ concerned file