



Internal Complaints
Committee



Women's Development
Cell

Gender Equality and Inclusion

What is Internal Complaints Committee ?

The 2015 UGC regulations state that Indian colleges and universities need to have an Internal Complaints Committee that will conduct inquiries into sexual harassment complaints from students, faculty and non-teaching staff. The committee is also required to provide assistance to complainants if they want to file a complaint with the police.

A higher educational institute (college and university) which does not have a functional ICC, or repeatedly fails to comply with the guidelines issued in the 2015 UGC regulations, can be reported to the UGC.

How to contact the Internal Complaints Committee.

Go to www.mincdu.ac.in



Click on ICC members on the left



Contact any of the ICC members



SCAN THE QR CODE FOR EASIER ACCESS





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Campus Safety March

PUNISHMENTS UNDER IPC

Article 354 A (Against Sexual Harassment)

As per Article 354 A (against Sexual Harassment), "Sexual Harassment of the nature of unwelcome physical contact and advances or a demand or request for Sexual favours, showing pornography" is punishable with imprisonment which may extend to 3 years or with fine or with both. This offence is a cognizable offence and Police is duty bound to register an FIR after receiving the complaint.

Article 354 C (Against Voyeurism)

As per Article 354 C (against Voyeurism), "Any man who watches, or captures the image of a woman engaging in a private act in circumstances where she would usually have the expectation of not being observed either by the perpetrator or by any other person at the behest of the perpetrator or disseminates such image shall be punished on first conviction with imprisonment of either description for a term which shall not be less than one year, but which may extend to three years, and shall also be liable to fine, and be punished on a second or subsequent conviction, with imprisonment of either description or a term which shall not be less than three years, but which may extend to seven years, and shall also be liable to fine. This offence is a cognizable offence and Police is duty bound to register an FIR after receiving the complaint.

Article 354 D (Against Stalking)

As per Article 354 D, Any man who-

Follows a woman and contacts, or attempts to contact such woman to foster personal interaction repeatedly despite a clear indication of disinterest by such woman; or Monitors the use by woman of the internet, email or any other form of electronic communication, commits the offence of stalking. Whoever commits the offence of stalking shall be punished on first conviction with imprisonment of either description for a term which may extend to three years, and shall also to fine; and be punished on a second or subsequent conviction, with imprisonment of either description for a term which may extend to five years, and shall also be liable to fine. This offence is a cognizable offence and Police is duty bound to register an FIR after receiving the complaint.

Ordinance XV D : Sexual Harassment

The Ordinance XV D pertains to a policy framed by University of Delhi against Sexual Harassment through this ordinance. University of Delhi seeks to maintain and create an academic and work environment, free of sexual harassment for its students, academic and non-teaching staff. The ordinance XV-D is also applicable to the unlawful acts carried out by outsiders on the Delhi University Campus.

The Actions prescribed under this ordinance are:

*In the case of University/ college employees, disciplinary action may be in the form of : i) Warning, ii) Written apology, iii) Bond of good behaviour, iv) Adverse remarks in the Confidential Report, v) Debarring from supervisory duties, vi) Denial of membership of statutory bodies, vii) Denial of re-employment, viii) Stopping of increments/ promotion, ix) Reverting, demotion, x) Suspension, xi) Dismissal, xii) Any other relevant mechanism.

*In case of students, disciplinary action may be in the form of: i) Warning, ii) Written apology, iii) Bond of good behaviour, iv) Debarring entry into a hostel/ campus, v) Suspension for a specified period of time, vi) Withholding results, vii) Debarring from exams, viii) Debarring from contesting elections, ix) Debarring from holding posts, x) Expulsion, xi) Denial of admission, xii) Declaring the harasser as "persona non grata" for a stipulated period of time, xiii) Any other relevant mechanism.

*In the case of third party harassment, the University/ college authorities shall initiate action by making a complaint with the appropriate authority.