



## SARASWATI COLLEGE OF EDUCATION

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# INTERNAL COMPLAINT COMMITTEE (ICC)

Ensuring a Safe, Respectful & Gender-Sensitive Campus

### ABOUT THE ICC

The Internal Complaint Committee (ICC) of Saraswati College of Education is constituted to prevent, prohibit, and redress complaints related to sexual harassment in a fair, confidential, and time-bound manner. The Committee is committed to maintaining a safe, dignified, and inclusive environment for all students, faculty members, and staff.



#### OBJECTIVES

- To provide a safe platform for reporting complaints
- To ensure confidentiality and impartial inquiry
- To promote awareness and gender sensitivity
- To protect the dignity, rights, and well-being of all stakeholders
- To ensure timely and fair resolution of complaints



#### ROLE OF THE ICC

- Receive complaints in a confidential manner
- Conduct inquiries in a fair and unbiased way
- Recommend appropriate action as per institutional norms
- Ensure protection against victimization
- Create awareness through sensitization programmes



#### WHAT CONSTITUTES A COMPLAINT

- A complaint may include:
- Unwelcome physical, verbal, or non-verbal conduct
- Inappropriate remarks or gestures
- Any behavior that violates dignity or creates discomfort
- Misuse of authority or harassment in any form



#### CONFIDENTIALITY & SUPPORT

All complaints are handled with strict confidentiality, sensitivity, and respect,

The identity of the complainant and details of the case are protected at all stages.



#### CONTACT MECHANISM



##### Official Website

Complaints may be submitted and guidelines accessed through the college website.

### OUR COMMITMENT

Committed to dignity, equality, safety, and a respectful academic environment,