

**NATESAN INSTITUTE OF COOPERATIVE MANAGEMENT (NICM)  
CHENNAI - 600040.**

**INTERNAL COMPLAINTS COMMITTEE (ICC)**

**The sexual harassment of women at workplace (prevention,  
prohibition and redressal) act 2013**

The sexual harassment of women at workplace (prevention, prohibition and redressal) act 2013 is an act to provide protection against sexual harassment of women at work place.

Sexual harassment results in the violation of basic fundamental rights of women such as Right to equality under article 14,15 and her right to life and live with dignity under article 21 of the constitution of India.

Definition of Sexual Harassment: Sexual harassment includes any one or more of the following unwelcome acts or behavior

1. Physical contact and advances
2. A demand or request for sexual favors
3. Making sexually colored remarks
- 4 Showing pornography
5. Any unwelcome messages through telephone or internet

**About Internal Compliance Cell**

The Internal Complaints Committee (ICC) was constituted on 6<sup>th</sup> December 2022 in our Campus as per the University Grants Commission Regulations, 2015. The focus of the Internal Complaints Committee is to give effect to the policy of Zero Tolerance of gender-based violence on NICM Campus.

**Members**

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### **Handbook**

<https://drive.google.com/file/d/13hjbS89Izokkp4OIjqdRyYJ8k4H445d7/view?usp=sharing>

### **Functions of the ICC**

- The Committee is open to receive complaints from the students, faculty members, staff of NICM.
- The Victim and the offender should belong to this NICM Campus.
- Complaints will be received in person or through registered post.
- Complaints can be lodged by the victim or parents/guardian of the victim.
- Proper enquiry/investigation will be initiated within 5 working days.
- Depending upon the complaint, course of action will be taken and recommendation will be forwarded to the NICM authorities for necessary action against the offender(s).
- Necessary steps will be taken to follow up the implementation of the recommendations and disposal of the complaint.
- Statistical data of cases handled by the committee will be sent to the NCCT every year.

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