



Vaish College of Education, Rohtak

(A unit of Vaish Education Society (Regd.) Rohtak)

(Teachers are the gardeners)

SAY 'NO' TO SEXUAL HARASSMENT

What is Sexual Harassment?



PHYSICAL

- Physical contact, such as unwelcome touching or pinching or groping.
- Caressing, kissing or fondling someone against her will (could be considered assault).
- Invasion of personal space (getting too close for no reason, brushing against or cornering someone).
- Making a person uncomfortable by following or stalking her.



VISUAL

- Displaying, sending or sharing sexist or other offensive pictures, posters, MMS, SMS, WhatsApp, or emails.
- Making audio or video recordings with sexual undertones without consent.
- Sharing the audio or video recording with sexual undertones on social media or any other media/platform without consent.



NON-VERBAL

- Staring at a person, or her body parts, thereby making her uncomfortable.
- Threats, blackmail, intimidation through gestures or any other manner for sexual favours.
- Threats, intimidation or retaliation against a person who speaks up against unwelcome behavior that has sexual overtones.
- Abuse of authority or power in any manner to gain sexual favours.
- Controlling a person's reputation by spreading rumors about her private life.



VERBAL

- Making sexually suggestive remarks or innuendos.
- Repeated offensive remarks, such as comments related to a person's body or appearance.
- Offensive or sexist comments or jokes.
- Inappropriate questions, suggestions or remarks about a person's sex life and sexual orientation.
- Unwelcome sexual advances which may or may not be accompanied by promises or threats, which may be, explicit or implicit.
- Persistently asking someone out, despite being turned down.

**Members
of the ICC**

Dr. Taruna Malhotra
(Chairperson)
9215544789

Ms. Preeti Dahiya
(Presiding Officer)
9992032855

Dr. Pooja Pasrija
(Member)
8708388030

Dr. Indu Jain
(Member)
9315365175

Ms. Pooja
(Member)
9215444034

For any complaint, please contact the Internal Complaint Committee (ICC) Members : vaishbedrohtak@gmail.com

Internal Complaints Committee (ICC)

An Internal Complaints Committee (ICC) in a college is a body that handles complaints of sexual harassment. The ICC is established to provide a safe and supportive environment for students and employees.

How is the ICC constituted?

- The ICC is headed by a senior female faculty member
- The ICC includes at least two faculty members who support gender equality
- The ICC includes at least one non-teaching staff member
- The ICC may include a representative from an NGO or someone who is familiar with sexual harassment issues
- The ICC may include student representatives

What does the ICC do?

- The ICC addresses complaints from students, teaching, and nonteaching members
- The ICC takes action and recommends penalties against the accused
- The ICC creates awareness of sexual harassment through workshops, seminars, and other events
- The ICC provides counselling services to complainants
- The ICC provides support services to colleges

How do I file a complaint?

- Students can file a complaint with the ICC by telephone, email, or through a complaint box
- Complainants can expect confidentiality in all aspects of the ICC's proceedings

ICC Members

S.No.	Name of the Member	Contact No.	Email Id
1.	Dr. Taruna Malhotra (Chairperson)	9215544789	drtaruna.malhotra@gmail.com
2.	Ms. Preeti Dahiya (Presiding Officer)	9992032855	preetidahiya1980.1@gmail.com
3.	Dr. Pooja Pasrija (Member Teaching Staff)	8708388030	poojapasrija@gmail.com
4.	Dr. Indu Jain (Member Teaching Staff)	9315365175	indujain1818@gmail.com
5.	Ms. Pooja (Member Non-Teaching Staff)	9215444034	goyalgoyalpooja@gmail.com
6.	Ms. Nitu, Treasurer, Fair Play Sports Foundation (Member NGO)	9999449218	fairplaysportsfoundation@gmail.com
7.	Neha (2303) (Student Member)	-	-
8.	Vandana (2331) (Student Member)	-	-
9.	Kajal (285) (Student Member)	-	-
10.	Nipun (236) (Student Member)	-	-
11.	Ishika (228) (Student Member)	-	-

PREVENTION OF SEXUAL HARASSMENT CREATING A SAFE WORKPLACE



WHO, WHERE AND WHOM TO LODGE A COMPLAINT?

If you are employee/visitor/student of Vaish College of Education, Rohtak and a victim of sexual harassment or perceive yourself to be, immediately contact personally or through telephone/e-mail/letter, to any member of Internal Complaints Committee (ICC) of college.

The Complaint and identity of complainant will be kept confidential.

All the complaints received will be dealt in accordance with SHWW Act 2013.

INTERNAL COMPLAINTS COMMITTEE (ICC)

Dr. Taruna Malhotra Chairperson 9215544789	Ms. Preeti Dahiya Presiding Officer 9992032855	Dr. Pooja Pasrija Member 8708368030	Dr. Indu Jain Member 9315365175	Ms. Pooja Member 9215444034
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"Anonymous complaints will not be entertained by ICC"
**SEXUAL HARASSMENT/MISCONDUCT OF ANY KIND WILL
LEAD TO THE APPROPRIATE DISCIPLINARY ACTION**

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(A unit of Vaish Education Society (Regd.) Rohtak Offering M.Ed., B.Ed. & D.El.Ed Courses)

Affiliated To : Maharshi Dayanand University, Rohtak

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