



Bharati Vidyapeeth (Deemed to be University)

NEW LAW COLLEGE, PUNE

ACCREDITED WITH 'A++' GRADE (2024) BY NAAC
CATEGORY - I' UNIVERSITY STATUS BY UGC



INTERNAL COMPLAINTS COMMITTEE (ICC)

NEW LAW COLLEGE

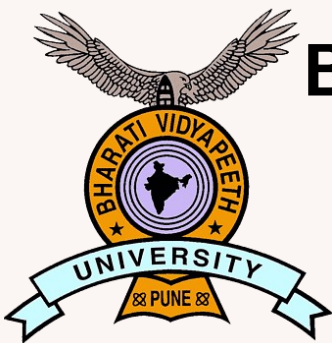
WHAT WE DO?

- Grievance Redressal Against Sexual Harassment
- Counseling Services for Victims
- Consultation/Support Services for Colleges
- Sensitization/Awareness
- Programs for Prevention of Sexual Harassment at the Workplace



- OR: Send an email to: grievances.lawcollege@bharatividyaapeeth.edu
- OR: Register Your Grievance at Govt portal: <https://shebox.wcd.gov.in/>
- OR: Can contact women Helpline Number - 181 | 112 | 1091
- OR: Call at the College Security office: 8788098182

Presiding Officer
Internal Complaints Committee
New Law College, BVDU, Pune



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The Sexual Harassment of Women at Workplace Act, 2013 & UGC (Prevention, Prohibition & Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015

Are You Being Sexually Harassed?

If you are a student/employee experiencing sexual harassment at your Workplace/College/Department/Hostel/Faculty or any place in the University/College or if you want to help victim, read on:

What constitutes Sexual Harassment?

- Any unwelcome Sexual Behavior of direct or implied nature such as -
- Physical contact and advances
- Request for sexual favors
- Sexually colored remarks
- Showing pornography
- Unwelcome physical, verbal or non-verbal sexual conduct

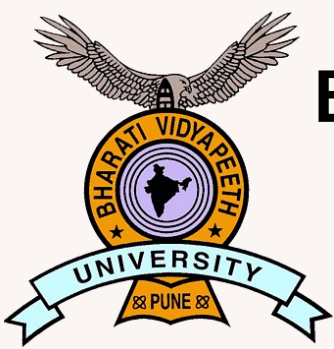
Are You Being Sexually Harassed?

- Write exactly what happened with details, dates, names of Witnesses & document, if any
- Be specific about the incident/incidents.
- Be honest, as false complaints can invite penalties.
- File a complaint against sexual harassment within three months of the incident



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Punishments, if found Guilty of Sexual Harassment

Under the Sexual Harassment of Women at Workplace Act, 2013 & UGC (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015

Anyone can file a Complaint, if one is being sexually harassed.

Punishments

- Anyone found guilty of sexual harassment shall be punished in accordance with the service rules (teaching/non-teaching) of the New Law
- College Where the respondent is a student, depending upon the severity of the offence, the University may:
 - a) Withhold privileges of the student such as access to the Library, Auditorium, Halls of residence, Transportation, Scholarships, allowances and identity card
 - b) Suspend or restrict entry into the campus for a specific period.
 - c) Expel and strike off name from the rolls of the Institution, including denial of readmission, if the offence so warrants:
 - d) Award reformatory punishments like mandatory counseling and, or performance of community services.

Action against Frivolous Complaint

If the ICC concludes that the allegations made were false, malicious or untrue, the complainant shall be liable to be punished as per the provisions of the POSH Act & UGC (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015

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