

Transparent mechanism and timely redressal of complaints related to Sexual Harassment at work place by ICC of SSNC

1. SSN college is Zero tolerant to Sexual Harassment at work place
2. ICC at SSN works to address the issues of Sexual Harassment at work place as per the UGC guidelines.
3. Awareness programmes on POSH act were organized to acquaint the students and staff about the regulations. Posters displayed on noticeboard and website of college. https://fb.watch/mY4_3N0yrV/?mibextid=Nif5oz
<https://fb.watch/mY51K9hQVX/?mibextid=Nif5oz>
4. Any aggrieved woman/victim may make, in writing a complaint of Sexual Harassment at workplace to the ICC.
5. A copy of enquiry is sent to the respondent within seven days of the receipt of complaint.
6. The grievance redressal is done at the earliest within the stipulated time period of ninety days from the date of the complaint.
7. Link for UGC regulations on sexual harassment at work place; https://www.ugc.gov.in/pdfnews/7203627_UGC_regulations-harassment.pdf

The POSH Act asserts that, no woman shall be subject to Sexual Harassment at any workplace. As per the Act, sexual harassment includes any one or more of the following unwelcome acts or behaviour (whether directly or by implication) namely:

- Physical contact and advances
- A demand or request for sexual favour
- Making sexually coloured remarks
- Showing pornography
- Any other unwelcome physical, verbal or non-verbal conduct of sexual nature.