



**अंग्रेजी एवं विदेशी भाषा विश्वविद्यालय**

(केन्द्रीय विश्वविद्यालय), हैदराबाद - ५०० ००७

क्षेत्रीय परिसर: शिलांग एवं लखनऊ

**The English and Foreign Languages University**

(A Central University), Hyderabad - 500 007

Regional Campuses: Shillong and Lucknow

# **INTERNAL COMPLAINTS COMMITTEE (ICC)**

## **Penal Consequences of Sexual Harassment at workplace**

University Grants Commission (Prevention, prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015,

**10.**

- (1) Anyone found guilty of sexual harassment shall be punished in accordance with the service rules of the HEI, if the offender is an employee.
- (2) Where the respondent is a student, depending upon the severity of the offence, the HEI may:
  - (a) withhold privileges of the student such as access to the library, auditoria, 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 counselling and, or, performance of community services.

**Are you a victim of sexual harassment???**

**Contact 040-27689501**

**or**

**Register your complaint at [icceflu@efluniversity.ac.in](mailto:icceflu@efluniversity.ac.in)**

**Women's Helpline Number - 181**

**EMERGENCY RESPONSE SUPPORT NUMBER: 112**



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### INTERNAL COMPLAINTS COMMITTEE (ICC)

The University Grants Commission (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015

#### (k) "sexual harassment" means-

(i) "An unwanted conduct with sexual undertones if it occurs or which is persistent and which demeans, humiliates or creates a hostile and intimidating environment or is calculated to induce submission by actual or threatened adverse consequences and includes any one or more or all of the following unwelcome acts or behaviour (whether directly or by implication), namely;-

- (a) any unwelcome physical, verbal or non-verbal conduct of sexual nature;
- (b) demand or request for sexual favours;
- (c) making sexually coloured remarks
- (d) physical contact and advances; or
- (e) showing pornography"

(ii) any one (or more than one or all) of the following circumstances, if it occurs or is present in relation or connected with any behaviour that has explicit or implicit sexual undertones-

- (a) implied or explicit promise of preferential treatment as quid pro quo for sexual favours;
- (b) implied or explicit threat of detrimental treatment in the conduct of work;
- (c) implied or explicit threat about the present or future status of the person concerned;
- (d) creating an intimidating offensive or hostile learning environment;
- (e) humiliating treatment likely to affect the health, safety dignity or physical integrity of the person concerned;

**To register complaints: [icceflu@efluniversity.ac.in](mailto:icceflu@efluniversity.ac.in)**

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