



INTERNAL COMPLAINT COMMITTEE FOR SEXUAL HARASSMENT AT WORKPLACE*

University College of Medical Sciences, Dilshad Garden, Delhi-110095.



The Sexual Harassment of Women at Workplace
(Prevention, Prohibition, and Redressal "Act 2013") www.ucms.ac.in

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

"Sexual harassment" includes any one or more of the following unwelcome acts or behavior (whether directly or by implication)

- Physical contact and advances; or
- a demand or request for sexual favours; or
- making sexually coloured remarks; or
- showing pornography; or
- any other unwelcome physical, verbal or non-verbal conduct of sexual nature;

The following circumstances if present in relation to or connected with any act or behavior of sexual harassment may amount to sexual harassment:-

- implied or explicit promise of preferential treatment in her employment; or
- implied or explicit threat of detrimental treatment in her employment;
- implied or explicit threat about her present or future employment status; or interference with her work or creating an intimidating or offensive or hostile work environment for her; or humiliating treatment likely to affect her health and safety.

REDRESSAL MEASURE INCLUDES THE FOLLOWING (for detailed information refer to website – Notification Act 2013)

- action for sexual harassment as a misconduct shall be in accordance with the provisions of the service rules applicable to the respondent or where no such service rules have been made, in case of undergraduates & postgraduates the case shall be referred to Delhi University and Faculty of Medical Sciences respectively for necessary action.
- If also mentions deduction, notwithstanding anything in the service rules applicable to the respondent, from the salary or wages of the respondent such sum as it may consider appropriate to be paid to the aggrieved women or to her legal heirs, as it may determine, in accordance with the provisions of section 15 of the Act.

Members of Internal Complaint Committee - 2022

In case of any complaints or queries, contact any Committee Member :

Phone No.

a) Dr. Shukla Das	*Presiding Officer, Director Professor, Department of Microbiology	9810047204
b) Dr. Anil Kohli	Member, Director Professor, Department of Forensic Medicine	9810481990
c) Dr. Asha Tyagi	Member, Director Professor, Department of Anesthesia	9818606404
d) Dr. Charu Jain	Member, Asstt. Professor, Department of Microbiology	9811916113
e) Mrs. Geeta Chawla	Member, Stenographer, Department of Anatomy	9958853630
f) Dr. Manpreet Kaur	Member, In-charge Library	9810269474
g) Mrs Paramjeet Kaur	Member, Director, NGO, Ashray Adhikar Abhiyan	9540361237

In addition to the above the following students will be members of the ICC in matters which involve students:

- Dr. Deepti PG 2nd Year – Department of Forensic Medicine
- Dr. Akansha Aggarwal PG 2nd Year – Department of Community Medicine
- Ms. Divya Garg Student (UG – 7th Semester)
- Ms Ishita Salooja Student (UG – Final Year Student)

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