BABASAHEB BHIMRAO AMBEDKAR UNIVERSITY
LUCKNOW
प्रज्ञा शील करूणा
ESTABLISHED 1996

INTERNAL COMPLAINT COMMITTEE (ICC)

[UGC (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in HEIs) Regulation]

BABASAHEB BHIMRAO AMBEDKAR UNIVERSITY, LUCKNOW-226025

Zero Tolerance Policy against Sexual Harassment

'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 behavior (whether directly or by implication), namely:

- **a. Any unwelcome physical, verbal or nonverbal conduct of a sexual nature**
- **b. Demand or request for sexual favors**
- **c. Making sexually colored remarks**
- **d. Physical contact and advances or**
- **e. Showing pornography.**

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

- **a. Implied or explicit promise of preferential treatment as quid pro quo for sexual favors;**
- **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 affects the health, safety, dignity or physical integrity of the person concerned.**

Aggrieved may lodge their complaints at Email: icc.bbaulko@gmail.com

Contact to:
Presiding Officer, Internal Complaint Committee (ICC), BBAU
BBAU-Help Line numbers: 9450710387; 9451144539
Women Helpline Number: 181
Emergency Response Support System Number: 112

How to write a complaint:
Your Name with address:
Incident in detail:
Evidence/witness if any:
Detail of respondent:

(To Complaint SCAN QR Code Visit: https://forms.gle/yMwD5FWStKrSq7696)

Say "No" to Gender-Based Discrimination