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 at the workplace is a serious offence: The penal consequences of sexual harassment

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.

a. Disciplinary action including written apology, warning, reprimand, censure, withholding of promotion/ pay raise/increment Termination of employment Undergo counselling Community service

1. 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 reformative punishments like mandatory counselling and, or, performance of community services.

2. **Deduction of compensation payable to the aggrieved woman from the wages of the respondent equivalent to:**
   a. Mental trauma, pain, suffering and emotional distress caused to the aggrieved employee;
   b. Medical expenses incurred by the aggrieved employee for physical/ psychiatric treatment;
   c. The loss in career opportunity due to the incident of sexual harassment;
   d. The income and status of the respondent has to be kept in mind;
   e. Feasibility of such payment in a lump sum or in instalments.

3. If the amount is not paid, it can be recovered as an arrear of land revenue.

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