



GOVERNMENT COLLEGE SEEMA (ROHRU)

District Shimla, Himachal Pradesh - 171207

A NAAC accredited B++ Co - educational Institution

Affiliated to Himachal Pradesh University, Shimla

www.gpgcseema.edu.in Email: gcseema-hp@nic.in, gcseemahp@gmail.com Telefax: 01781-240167

INTERNAL COMPLAINT COMMITTEE

In Pursuance of UGC (Prevention, Prohibition and Redressal of Sexual harassment of women employees and students in higher educational institutions) Regulations, 2015 read with Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, the Internal Complaint Committee (ICC) of Government College Seema. was constituted:

1. To spread awareness about gender-related issues and functioning of the ICC.
2. To deal with the complaints relating to sexual harassment at workplace.

The college has zero tolerance policy towards sexual harassment and is proactively committed to provide a safe conducive work and academic environment to students and employees. We are extremely alert to matters pertaining to any kind of harassment and gender sensitivity. Any complainant in this matter may fearlessly approach the Presiding Officer i.e., Chairperson or any of the ICC members against sexual harassment.

INTERNAL COMPLAINT COMMITTEE (ICC) SESSION 2025-26

S.No.	Name of the Member	Designation	Contact No.
1.	Dr. Lalita Rawat	Presiding Officer/ Chairperson	01781-240167
2.	Dr. Anil Chauhan	DSW /IQAC Coordinator	9418119887
3.	Dr.Ravikiran Sharma	Assistant Professor, Member (Convener)	9418558100
4.	Prof. Sunil Negi	Warden Boys Hostel	8628871789
5.	Prof. Vandana Bhandari	Assistant Professor, Member	9816824521
6.	Prof. Sandhira Devi	Assistant Professor, Member	9459874347
7.	Dr. Vandana Thakur	Assistant Professor, Member	7876780221
8.	Dr. Geetanjali Rathore	Assistant Professor, Member	8894004469
9.	Smt. Nidhi Raitka	Advocate (External Member)	9805339066
10.	Sh.Lokinder Thakur	Supdt. Grade II, Member	8894360289
11.	Aditi Khitta	President CSCA (Student Member)	9816672880
12.	Palak	Secretary CSCA (Student Member)	9805051498
13.	Shruti Zogta	Joint Secretary CSCA (Student Member)	9882098767

Procedure for filing a Complaint with ICC Govt. College Seema, Rohru

- Complaints regarding Sexual Harassment must be made in written (legible handwriting , Hindi or English) or typed on paper.
- Nature of the complaint should be clearly stated in detail with dates and locations.
- As per stipulation of The Act the aggrieved person can make the written complaint of sexual harassment at workplace within a period of three months from the date of incident and in case of a series of incidents, within a period of three months from the date of last incident.
- The complaint must be in no case anonymous and the aggrieved person's name and address should be legible.
- As per the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Rules, 2013, in case the aggrieved woman is unable to make a complaint on account of her physical incapacity, a complaint may be filed inter alia by her relative or friend or her co-worker or an officer of the National Commission for Woman or State Women's Commission or any person who has knowledge of the incident, with the written consent of the aggrieved woman.

The written complaint should be handed over to any Internal Committee member of the College.

Working of Internal Complaint Committee

- All complaints will be dealt with confidentially.
- Only matters pertaining to sexual harassment and/or discrimination of staff and students will be under the jurisdiction of ICC.
- Other conflicts and grievances if any should be submitted to the respective Grievance Redressal Cells (either for Staff or Students) or to the Discipline Committee
- Interview with the complainant and the accused will be conducted separately.
- Minutes of the interview will be signed by all present.
- Necessary action as deemed fit will be taken.

IMPORTANT HELPLINE NUMBERS

S. No.	Name	Number
1.	Single Emergency Number	112
2.	Police	100
3.	Ambulance/Medical	102, 108
4.	Gudiya Helpline	1515
5.	Women Helpline	1091

***Refer to: –**

1. The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013
[Untitled \(indiacode.nic.in\)](#)
2. UGC (Prevention, Prohibition and Redressal of Sexual harassment of women employees and students in higher educational institutions) Regulations, 2015 [7203627 UGC regulations-harassment.pdf](#)
3. Handbook on Sexual Harassment of Women at Workplace, 2015 [Handbook on Sexual Harassment of Women at Workplace \(higherduhry.ac.in\)](#)
4. Vishakha Guidelines [Microsoft Word - Document1 \(gptsoraba.in\)](#)