



**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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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)**

Prof. C. Sharada	Presiding Officer	+91 99632 32525
Faculty		
Dr. Priyadarshini	Member	+91 81068 94930
Faculty		
Dr. Eligedi Rajkumar	Member	+91 78935 83574
Faculty		
Mrs. G. Ramani	Member	+91 98481 83753
Non-Teaching employee		
Mr. P. Chalapathi	Member	+91 99082 21521
Non-Teaching employee		
Ms. Shreya Kumari	Member	+91 87891 14066
UG Student		
Ms. Lissieux George	Member	+91 98117 96168
PG Student		
Ms. Sandra B Sajith	Member	+91 90744 88329
Ph.D Student		
Ms. R. Manjira Venkatesh	Member	+91 99660 85554
Member from amongst non-government organizations		



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## INTERNAL COMPLAINTS COMMITTEE (ICC)

Are you a victim of sexual harassment???

# Speak Up

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the ICC to file a formal complaint**

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# Break the Silence

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