



# DON BOSCO COLLEGE

**KR PURAM, BENGALURU - 560036**

AFFILIATED TO BENGALURU NORTH UNIVERSITY

## **INTERNAL COMPLAINTS COMMITTEE (ICC)**

The Internal Complaints Committee (ICC) at Don Bosco College, KR Puram, is constituted in accordance with the guidelines of the University Grants Commission under the UGC Regulations on the Prevention, Prohibition, and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions. The committee is committed to ensuring a safe, dignified, and inclusive campus environment that upholds the rights and well-being of all members of the academic community.

The ICC functions as the primary body responsible for addressing complaints related to sexual harassment and for promoting gender sensitivity within the institution. It provides a structured mechanism for receiving, examining, and resolving complaints in a fair, confidential, and time-bound manner, while ensuring that due process and principles of natural justice are followed.

In addition to grievance redressal, the ICC actively works towards creating awareness about gender equity and respectful conduct through sensitization programs, workshops, and orientation sessions for students, faculty, and staff. The committee also promotes preventive measures by encouraging a culture of mutual respect, responsibility, and accountability within the campus community.

Guided by the values of care and accompaniment that characterize the educational ethos of Don Bosco, the ICC seeks to ensure that every member of the institution feels secure, respected, and empowered to pursue their academic and professional goals without fear of harassment or discrimination.

## **Anti-Sexual Harassment Policy**

The institution adopts a zero-tolerance approach towards any form of sexual harassment and violence. The institution upholds values of respect, dignity, non-discrimination, and ethical conduct in all interactions. Regular workshops, campaigns, and orientation sessions on gender equity, respectful conduct, and legal awareness.

### **Sexual harassment includes the following (but is not limited to):**

- Unwelcome sexual advances or gestures
- Demands or requests for sexual favours
- Verbal or written sexually suggestive comments
- Display of offensive images, stalking, or cyber harassment
- The policy applies to all students, faculty members, staff, and visitors in all institutional contexts, including on-campus and off-campus settings, as well as virtual environments.

### **Reporting Mechanism:**

Complaints can be submitted in writing or via official email to [principal@dbcblr.edu.in](mailto:principal@dbcblr.edu.in) / [grievanceredressal@dbcblr.edu.in](mailto:grievanceredressal@dbcblr.edu.in)

### **Anonymous or indirect reports are treated sensitively**

**1. All complaints are handled confidentially**

**2. Protection from Retaliation:**

Complainants, witnesses, and IC members are protected from victimization or discrimination.

### **3. Redressal Process:**

- Prompt, impartial investigation by the IC
- Right to be heard for both parties
- Recommendations will be made to the institutional authority

### **4. Disciplinary actions may include**

- Warning or reprimanding
- Suspension or expulsion (for students)
- Suspension or termination (for employees)
- Legal action if necessary

### **5. Support for Victims:**

- Access to counselling services
- Guidance for legal service
- Provision of a safe environment

### **6. False Complaints:**

Deliberate false accusations will be dealt with as per disciplinary rules after due verification.