

**T.C COLLEGE OF
TEACHERS' EDUCATION AND SOCIAL WORK
KANGPOKPI**

Internal Complaint Committee / Sexual Harassment Cell

T.C College of Teachers Education & Social Work has constituted a committee against sexual harassment. Guidelines issued from the University Grants Commission (UGC) with regard to the Supreme Court Judgement and guidelines to provide for the effective enforcement of the basic human right of gender equality and guarantee to combat sexual harassment, abuse and violence against women.

The committee has well-developed guidelines and norms for a policy to uphold zero tolerance towards sexual harassment. The college has entrusted the task of developing principles and procedures for combating sexual harassment to this committee. The Committee take measures aimed at achieving gender equality, removal of gender bias or discrimination, sexual harassment, and other acts of gender-based violence by organising awareness programmes and campaigns for the benefit of all members of the College.

Objectives:

- To evolve a mechanism for the prevention and redressal of sexual harassment cases.
- To create a secure physical and social environment which will deter acts of Sexual harassment.
- To promote a social and psychological environment that will raise awareness about sexual harassment in its various forms.
- To deal with cases of discrimination and sexual harassment in a time bound manner, aiming at ensuring support services to the victimized.

Responsibility of the college:

- act decisively against all gender-based violence perpetrated against employees and students of all sexes recognizing that primarily women employees and students and some male students and students of the third gender are vulnerable to many forms of sexual harassment and humiliation and exploitation.
- publicly commit itself to a zero-tolerance policy towards sexual harassment.
- reinforce its commitment to creating its campus free from discrimination, harassment, retaliation or sexual assault at all levels.
- create awareness about what constitutes sexual harassment including hostile environment harassment.
- inform employees and students of the recourse available to them if they are victims of sexual harassment.

COMMITTEE

1. Smt. Lhingneingah Kipgen (Member Secretary)
2. Smt. Thengnu Kipgen (Asst. Professor)
3. Smt. Bharati (Asst. Professor)
4. Smt. Chongneihoi Hangshing (Student Representative)
5. Smt. Leivon Hatneichin Kom (Non- Teaching)
6. Shri Sonjahao Chongloi (Asst. Professor)