

Internal Complaints Committee(ICC)

Selection of the Internal Complaint Committee members is extremely important as in most cases the committee members, if in sub-ordinate position of power at workplace to that of accused, find it very difficult to diligently carry out the responsibilities bestowed on them as heads or members of the Committee, against the superiors.

The Internal Complaints Committee must remember:

It needs extensive orientation for effective functioning.

It cannot function like a criminal court.

The complainant, when she complains, has at stake her personal life and career.

The impact sexual harassment has on a woman

It is difficult for a woman to talk about anything sexual. Hence there can be long time interval between the harassment and the actual complaint.

It needs to handle complaints in a confidential manner and within a time-bound framework

It needs to submit an annual report on sexual harassment to the appropriate government authority.

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