



# OUR LADY COLLEGE OF EDUCATION

(A Christian Minority Institution)

(Approved by NCTE (1) M.Ed. - F.No. SRC / NCTE / TN / APSO6241 / M.Ed. / 392<sup>nd</sup> / 2020 / 121887

(2) B.Ed. - F.No. SRC / NCTE / TN / APSO 3023 / B.Ed. / 392<sup>nd</sup> / 2020 / 121878

NAAC Accredited with "B" Grade (CGPA of 2.89)

Our Lady Nagar, Maduravoyal, Chennai - 600 095 Phone . 044-2378 0899

## Anti-Sexual Harassment Committee


On August 13, 1997, the Supreme Court of India issued the landmark Vishaka judgment, which recognized sexual harassment in the workplace as a violation of human rights. The Court affirmed that every woman has the right to a safe working environment and mandated that all employers and organizations establish sexual harassment complaints committees. Additionally, the Court set out guidelines to prevent sexual harassment in the workplace.

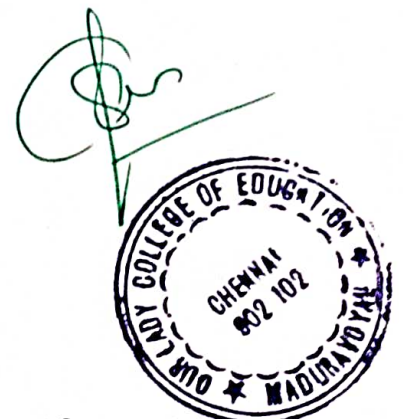
These guidelines were later superseded by the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013, which took effect on December 9, 2013. The Government of India subsequently formulated rules to implement this Act.

Under the Act, the Internal Complaints Committee (ICC) is tasked with investigating formal written complaints of sexual harassment and implementing appropriate remedial actions for substantiated claims. The ICC must conduct inquiries according to Section 11 of the Act, and based on its findings, it can make recommendations under Section 12. The Competent Authority is then responsible for taking the necessary actions based on these recommendations.

### Objectives:

- **Prohibition of Hierarchical Oppression:** Any form of hierarchical oppression based on gender inequality that hinders intellectual or academic development is strictly prohibited.
- **Prevention of Gender Bias:** Ensuring that gender biases do not influence the evaluation of work performance and productivity during working hours.
- **Protection of Fundamental Rights:** Safeguarding the fundamental rights of women to ensure their safety and equality in the workplace.

  
**DR. V. STANLY SELVAKUMAR**  
**PRINCIPAL**  
Our Lady College of Education  
Our Lady Nagar  
Maduravoyal, Chennai-95





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## Roles & Responsibilities:

➤ **Empowering Women's Rights:**

Assist women in recognizing and exercising their right to freedom.

➤ **Addressing Sexual Harassment:**

Treat sexual harassment as a misconduct and implement appropriate punitive measures.

➤ **Supporting Complaint Filing:**

Help aggrieved women in lodging their complaints.

➤ **Protecting Victims:**

Ensure the safety and protection of individuals who are victimized.

➤ **Educating and Training:**

Provide education and training to students on issues related to sexual harassment.

**Dr. Y. STANLY SELVAKUMAR**  
**PRINCIPAL**  
Our Lady College of Education  
Our Lady Nagar,  
Maduravoyal, Chennai - 600 095

