



# SSM COLLEGE OF ENGINEERING

Divar Parihaspora, Pattan, Kashmir (J&K) 193121

No: - SSM/M&C/ICC/SHW/16/

Dated: -10-03-2016

## NOTIFICATION

**Subject: - Constitution of Internal Complaint Committee.**

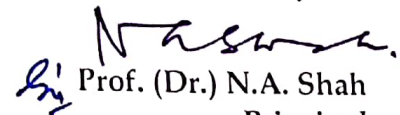
In accordance with the Section 4(1) of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 the Internal Complaint Committee (ICC) is hereby constituted as under: -

1. Mrs. Yasmeen Waqar, HOD CS Engineering--- Presiding Officer/Convener
2. Mrs. Shubeena Masoodi, HOD Civil Engineering---Member
3. Mrs. Shahida Kawoosa, Assistant Professor E&C Department---Member
4. Ms. Nadia, Assistant Professor Business School---Member
5. Mrs. Aarifa Masood, Deputy Registrar (Estates & Protocol)---Member
6. Mr. Fayaz Ahmad, P.A. to the HVCP---Member

With a view to ensure prevention/prohibition of the menace of Sexual harassment of the working women employees in the Institute the Committee will address the complaints/grievances for seeking the redressal thereof. Any unwelcome act of such harassment may amount to the following: -

- i) Explicit promise of preferential treatment in her employment; or
- ii) Explicit threat of detrimental treatment in her employment; or
- iii) Explicit threat about her present or future employment status; or
- iv) Interference with her work or creating an intimidating or offensive or hostile work environment for her; or
- v) Humiliating treatment likely to affect her health or safety.

The Committee will address and examine/investigate into the complaint received from an aggrieved woman employee in writing and after conducting the enquiry will settle the complaint within a week's time for taking appropriate action against the culprit/offender. Any disciplinary action proposed by the Committee for initiating proceedings against the person found guilty for punishment under the provisions of Sexual Harassment Act of 2013 will, however, be ratified by the Competent Authority of the Institute.

  
Prof. (Dr.) N.A. Shah  
Principal

**Circulated to all from S.No. 1 to S.No 6**

**Copy for information to: -**

1. All HODs
2. Academic Officer
3. Pvt. Secretary to the Hon' ble Chairman for kind information of the HCMD.
4. P.A. to the Hon' ble Vice-Chairperson for kind information of the HVCP.
5. In-Charge College Website for display.
6. Notice Board.
7. Office File

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