



Anti-Sexual Harassment Committee (ASHC) Internal Complaints Committee (ICC)

The formation of Anti-Sexual Harassment Committee (ASHC) / Internal Complaints Committee (ICC) at Anantraj Institute of Pharmacy has been in compliance with the guidelines laid down by the Honorable Supreme Court of India. The Cell has come into force from 6th July 2013.

The College has constituted a committee as per the direction of Honorable Supreme Court of India and is known as Anti-Sexual Harassment Committee / Internal Complaints Committee the following are the members for the AHSC/ICC for 2025-26.

S. No.	Name	Designation	Contact No.
1	Mrs. Preeti Kori	Principal	7307052463
2	Ms. Naureen	Member (Student Representative)	7985273907
3	Ms. Nauseen	Member (Student)	9026057085
4	Mr. Sanjay Kashyap	Member (Student)	9026258809
5	Mr. Tauhid	Member (Student)	7080803289

In view of the increasing number of female staff and students in the college, it is mandatory to provide a safe environment for the female staff and the girls students for which Anti-Sexual Harassment Committee was constituted. The Committee resolves common problems related to female staff and students.

PRINCIPAL
ANANTRAJ INSTITUTE OF PHARMACY
AKBARPUR, KANPUR DEHAT



Ref No. : ARIP/O-2025/341

Date : 29/10/2025

Objective:-

The Primary role of ASHC/ICC is to maintain congenial working environment for the female employees and students of Anantraj Institute of Pharmacy, NH-2, Akbarpur, Kanpur Dehat.

- 1 -The ASHC/ICC will decide whether the facts contained in the complaint and make out of a case of "Sexual Harassment" in the light of the definition contained in the policy.
- 2 -The Committee shall recommend the penalties / actions to be taken against any person found quilt of having Sexually Harassed the Complaint up to and including termination to the management.
- 3 -The Committee shall recommend the penalties / actions to be taken against any person found guilty of having retaliated against / victimized the complaint or any other person assisting her as a result of such complaint having been made.
- 4 -The Committee shall monitor the follow up action to be taken by the management on receipt of the report of the Committee.

The Committee took cognizance of the definition of behavior on Sexual Harassment, preventive steps, Criminal Proceedings and legal procedures to be followed by the Committee. The miscellaneous provisions are understood for the full implementation of the Act. The Committee meets once on three months and deliberates in the issues and document the minutes

PRINCIPAL
ANANTRAJ INSTITUTE OF PHARMACY
AKBARPUR, KANPUR DEHAT



Ref No. : ARIP/O-2025/341

Date : 29/10/2025

Responsibilities and Act of Anti-Sexual Harassment Committee / Internal Complaint Committee with regard the Supreme Court judgment and guidelines passed in 1997 to provide for the effective enforcement of the basic human right of gender equity and guarantee against Sexual Harassment and abuse more Particularly against Harassment at work places. The University grants Commission (UGC) has issued circulars since 1998 to all the universities. Advising them to establish a permanent cell and a committee and to develop guidelines to combat Sexual Harassment, Violence against women and ragging at the Universities and Colleges. It has further advised the universities to be proactive and they are treated with keeping the above guidelines in view Anantraj Institute of Pharmacy has Constituted a committee against Sexual Harassment on date of 25th November 2020.

The Sexual Harassment includes:-

- 1 - Physical contact and advance.
- 2 - A demand or request for Sexual Favor.
- 3 - Sexually colored remarks.
- 4 - Showing Pornography.
- 5 - Any other welcome Physical, Verbal or non-verbal conduct of Sexual nature.

Where any of these acts Committed in circumstances where under the victim of such conduct has a reasonable apprehension that in relation to the victim's employment or work whether she is drawing salary or honorarium or voluntary whether in government, public or private enterprise such conduct can be



Ref No. : ARIP/O-2025/341

Date : 29/10/2025

Role of the Committee:-

- 1 -The Committee shall decide whether the facts contained in the complaint work out a case of "Sexual Harassment" in light of the definition contained in the policy.
- 2 -The Committee shall recommend the penalties/action to be taken against any person found guilty of having Sexually Harassed the complaint, up to and including termination from of Job.
- 3 -The Committee shall recommend the penalties/action to be taken against any person found guilty of having retaliated/victimized the complaint of any other person assisting her as a result of speech complaint having been made or such assistance having been offered.
- 4 -The Committee shall monitor the follow up action to be taken by the organization in receipt of report of Committee.

Preventive Steps:-

All employees or persons in charge of work place, whether in public or private. Sector, should take appropriate steps to prevent Sexual harassment without prejudice to the generality of this obligation they should take the several steps as per Act.

PRINCIPAL
ANANTRAJ INSTITUTE OF PHARMACY
AKBARPUR, KANPUR DEHAT