



# SHRI RAM COLLEGE OF COMMERCE

University of Delhi, Maurice Nagar, Delhi – 110007  
Phone: 27667905, 27666519 • Fax: 27666510  
Website: www.srcc.edu • email: srcc@srcc.edu

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## SEXUAL HARASSMENT OF WOMEN AT WORKPLACE

### What is Sexual harassment ?

“Sexual harassment” includes any one or more of the following unwelcome acts or behaviour (whether directly or by implication) namely :

- (i) physical contact and advances ; or
- (ii) a demand or request for sexual favours ; or
- (iii) making sexually coloured remarks ; or
- (iv) showing pornography ; or
- (v) any other unwelcome physical, verbal or non-conduct of sexual nature ;

Under the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013, an Internal Complaints Committee has been constituted in the College to redress the grievances relating to Sexual Harassment.

Complaints, if any, of the above nature may be addressed in writing to the undersigned. The identity of the complainant and proceeding of the committee shall be strictly confidential.

*Deepashree*

Dr. Deepashree  
Associate Professor, Department of Commerce  
Presiding Officer, Internal Complaints Committee  
Contact No. 9811336466  
Email : deepashree@srcc.du.ac.in

