

INTERNAL COMMITTEE (IC) GUIDELINES

LADY SHRI RAM COLLEGE FOR WOMEN

**Applies to
Students, Teaching, Non-Teaching and Contractual staff
& any visitor to LSR campus**

At LSR, we are committed to ensuring a secure and inclusive campus for every person. We hold a firm, zero-tolerance stance against sexual harassment and gender-based discrimination. To uphold these values, the College has constituted an Internal Committee (IC) in accordance with the Sexual Harassment of Women at Workplace Act, 2013. We uphold the Delhi University's Policy under Ordinance XV-D to ensure a harassment-free environment.

The ICC recognizes five primary types of unwelcome acts (whether direct or by implication):

- **Physical Contact and Advances:** Unwelcome touching, hugging, kissing, patting, pinching, or stroking.
- **Demand or Request for Sexual Favours:** Implicit or explicit requests for sexual acts, often linked to work benefits.
- **Sexually Coloured Remarks:** Offensive jokes, comments about a woman's body or private life, or gender-based insults.
- **Showing Pornography:** Displaying sexually explicit pictures, videos, posters, or screensavers (including digital sharing via WhatsApp/Email).
- **Other Unwelcome Conduct:** Any other physical, verbal, or non-verbal conduct of a sexual nature (e.g., leering, suggestive whistling, or intrusive questions).

We encourage every person to speak up fearlessly against harassment. However, filing a deliberately false or malicious complaint is a violation of policy and may result in penalties equivalent to those for sexual harassment itself.

We provide a safe, fearless space for students and employees to report grievances; if you are facing harassment, please do not hesitate to reach out to any member of our committee.

Name of Members of the Committee:

Prof. Kalyani A (Chairperson), Dr Anjana Singh, Dr Siksha Deepak, Mr. Balbir Singh

Student Representatives

Srija Sen, Socio. 1st Yr (Hons.), Nirupama Roy- 2nd Yr Psy.(Hons.), Parineeta Gurjar 2nd Yr Maths.(Hons.)

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PUNISHMENT FOR SEXUAL HARASSMENT UNDER BHARATIYA NYAYA SANHITA (BNS)

Section (IPC)	Offense	BNS Equivalent	Nature of Offense
354A	Sexual Harassment	Section 75	Bailable (mostly)
354B	Intent to Disrobe	Section 76	Non-Bailable
354C	Voyeurism	Section 77	Bailable (1st time)
354D	Stalking	Section 78	Bailable (1st time)

354A: Sexual Harassment

(Now Section 75 of BNS) This section defines the specific acts that constitute sexual harassment and prescribes punishments based on the severity of the act.

- **Acts Covered:** 1. Unwelcome physical contact and advances involving explicit sexual overtures. 2. A demand or request for sexual favors. 3. Showing pornography against a woman's will. 4. Making sexually colored remarks.
- **Punishment:** * For acts 1, 2, and 3: Rigorous imprisonment up to **3 years**, or fine, or both.

354B: Assault with Intent to Disrobe

(Now Section 76 of BNS) This is a more severe offense involving the use of criminal force with a specific, degrading intent.

- **Acts Covered:** Any man who assaults or uses criminal force to a woman, or abets such an act, with the intention of **disrobing** her or compelling her to be naked in any public or private place.
- **Punishment:** Imprisonment of **3 to 7 years** plus a mandatory fine. This offense is **non-bailable**.

354C: Voyeurism

(Now Section 77 of BNS) This section protects a woman's right to privacy and dignity against secret observation.

- **Acts Covered:** Watching or capturing images/videos of a woman engaging in a **private act** (where she expects privacy, such as a changing room, bathroom, or private space) without her consent. It also covers the **dissemination** of such images, even if she consented to the image being *taken* but not shared.
 - **Punishment: Conviction:** 1 to 3 years imprisonment

354D: Stalking

(Now Section 78 of BNS) This section addresses repeated, unwanted attention both in person and online.

- **Acts Covered:** 1. **Physical Stalking:** Repeatedly following or contacting a woman to foster personal interaction despite a clear indication of disinterest. 2. **Cyber Stalking:** Monitoring a woman's use of the internet, email, or any other form of electronic communication.
- **Punishment: Conviction:** Up to 3 years imprisonment + fine