

ICC MEMBERS - IMU MPC

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- The ICC receives written complaints of sexual harassment from aggrieved women employees (or even third parties in certain circumstances).
- The ICC conducts a fair and impartial inquiry into the complaint, following the principles of natural justice. This involves hearing both the complainant and the accused, examining evidence, and recording statements.
- The proceedings of the ICC are confidential to protect the privacy and dignity of the complainant and the accused.
- Provides support to the complainant during the inquiry process.



5 Steps of Working of ICC



Description:

- A complaint is filed with the ICC (Internal Complaints Committee) within 90 days of the incident.
- Conciliation may occur if requested by the aggrieved person.
- If conciliation fails or is not opted for, an inquiry is conducted by the ICC within 90 days.
- The inquiry report is submitted to the employer.
- If the report recommends action, the employer proceeds accordingly.
- If the report recommends no action, the employer informs the aggrieved woman.
- If the aggrieved woman disagrees with the report or recommendations, she can take action within 60 days.
- An appeal can be made to the Appellate Authority if necessary.