

**THE SEXUAL HARASSMENT OF WOMEN AT WORKPLACE  
(PREVENTION, PROHIBITION AND REDRESSAL) ACT, 2013  
affirms that...**

**No woman shall be subjected to sexual harassment  
at any workplace**

*It further states that*

The following circumstances, among other circumstances, if it occurs, or is present in relation to or connected with any act or behavior of sexual harassment may amount to sexual harassment:

- a. implied or explicit promise of preferential treatment in her employment; or
- b. implied or explicit threat of detrimental treatment in her employment; or
- c. implied or explicit threat about her present or future employment status; or
- d. interference with her work or creating an intimidating or offensive or hostile work environment for her; or
- e. humiliating treatment likely to affect her health or safety.

**IF YOU ARE A VICTIM, DON'T STAY  
SILENT...**

We affirm to provide a safe and healthy environment at the university to prevent sexual harassment or exploitation of any kind. Creating a secure physical and social environment to deter any act of sexual harassment is high on our agenda.



**Prof. Nilofer Khan, Vice Chancellor**

We are sincere and hands-on, to uphold the commitment of the university to provide an environment free of sexual harassment and determined to address the complaints in time-bound and confidential manner...



**Prof. Aneesa Shafi, Presiding Officer, ICC**

**EMAIL us your complaint at [icc@uok.edu.in](mailto:icc@uok.edu.in)  
and we will reach to you**



**INTERNAL COMPLAINTS COMMITTEE**

**UNIVERSITY OF KASHMIR**

For more information visit [icc.uok.edu.in](http://icc.uok.edu.in)