It is my privilege to welcome you to the webpage of the Internal Complaints Committee (ICC), University of Kashmir.

Constituted in accordance with the provisions of the *Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013*, the ICC is committed to fostering a safe, inclusive, and gender-sensitive environment across the University campus.

The Committee endeavors to address complaints of sexual harassment with fairness, sensitivity, impartiality, and confidentiality, while ensuring that the dignity and rights of every individual are respected. Equally important is its commitment to creating awareness about gender-related issues, promoting gender equality, and cultivating a campus culture founded on mutual respect, inclusivity, and freedom from discrimination.

A safe and equitable institutional environment is not merely a statutory obligation but a shared institutional responsibility. The ICC seeks to strengthen this commitment through awareness, sensitization, and an accessible mechanism for the prevention and redressal of sexual harassment.

I urge all members of the University fraternity to actively contribute towards creating an environment where dignity, equality, and respect are upheld in both letter and spirit.

Together, let us reaffirm our commitment to a campus that is safe, inclusive, equitable, and respectful for all.

Prof. Effat Yasmin

Presiding Officer
Internal Complaints Committee (ICC)
University of Kashmir