

COMMITTEE: CASH, ICC and Grievance Cell

Convener: Dr Gousia Khan

Co convener & members: Prof Sadaf Rafiq Beg, Prof Sabzar Ahmad Sheikh, Dr Farrukh Rana Mufti and Ms Anjum Altaf.

Government College for Women, Anantnag

CASH, Internal Complaints Committee (ICC) and Grievance Cell

Committee Against Sexual Harassment (CASH)

The Committee Against Sexual Harassment (CASH) is constituted under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH Act), to receive complaints of sexual harassment, conduct inquiries, and facilitate appropriate redressal in accordance with the prescribed procedures.

Students who experience or witness harassment may approach the ICC Convener through the Departments of History, Sociology, or Biochemistry for assistance and guidance.

Gender Champions

Gender Champions are student volunteers who promote gender equality, mutual respect, and an inclusive campus environment. They encourage awareness, understanding, and respect for the rights and dignity of all members of the college community.

Registration as a Gender Champion

Students who believe in respect, equality and making a positive difference on campus are invited to register as Gender Champions and contribute towards building a more inclusive and equitable college environment.

Interested students may register at the Departments of History, Sociology, or Biochemistry.

Best Practices

1. Awareness and Sensitization: Conduct regular awareness programmes on gender equality, prevention of sexual harassment, student rights, and grievance redressal procedures.
2. Confidentiality and Transparency: Ensure strict confidentiality, impartial handling, and fair investigation of all complaints while protecting the dignity and privacy of complainants.
3. Accessible Grievance Redressal: Provide accessible complaint mechanisms.
4. Timely and Fair Resolution: Address complaints promptly through established procedures, ensure natural justice, and maintain proper documentation and follow-up.
5. Safe and Inclusive Campus: Promote a zero-tolerance approach to sexual harassment, discrimination, and misconduct through regular monitoring, counselling, and preventive measures.

ACTIVITIES

Activities of the Internal Complaints Committee (ICC)

1. Theatrical Performances: Organising theatrical performances to raise awareness about gender equality and the prevention of sexual harassment.
2. Extension Lectures: Conducting expert lectures on women's rights, gender sensitisation, workplace safety, and relevant legal provisions.
3. Induction Programme: Orienting first-semester students about the role of the ICC, complaint procedures, and the importance of a safe and inclusive campus.
4. Classroom Seminars: Organising seminars and interactive sessions to promote gender sensitivity, mutual respect, and awareness of the prevention of sexual harassment.
5. Slogan-Writing and Awareness Drive: Conducting slogan-based campaigns to promote gender equality, dignity, respect, and a harassment-free campus.

Events 2026:

CASH organized an extension lecture and theatrical play on 15th April 2026 in the college auditorium under Principal Prof (Dr) Khalida Hassan.

Welcome: By Convener Dr Gousia Khan on gender safety & institutional responsibility.

Play: Students of 2nd & 6th Sem performed "Safe Spaces, Strong Voices: Addressing Sexual Harassment in Contemporary Society" showing harassment scenarios and reporting.

Lecture: By Syed Urfa Ajaz, Prosecuting Officer (G) on "Respect, Rights and Responsibility" - legal provisions and accountability.

Organisers: Dr Gousia Khan, Prof Sadaf Rafiq Beg, Prof Sabzar Ahmad Sheikh, Prof Kouser Fatima, Ms Anjuman Altaf & Ms Fatima Jeelani (Student Rep). Vote of thanks by Dr Farrukh Rana Mufti.

Purpose: Awareness of rights, reporting mechanisms and safe campus environment.





Govt. Degree College for Women, Anantnag

PRESENTS

Extension Lecture on_

**Respect, Rights and Responsibility –
A Conversation on Gender**

& A theatrical play on_

**Safe Spaces, Strong Voices:
Addressing Sexual Harassment
in Contemporary Society**

Date 15 April 2026

Venue: Auditorium

TIME:- 11:30 AM

PATRON

Prof (Dr) Khalida Hassan

Principal, Govt. Degree College for Women, Anantnag

Organiser

Dr Gousia Khan

Convener CASH & Women Empowerment

Resource Person

Syed Urfa Ajaz

**Prosecuting Officer
(G)**

Organising Members

**Prof. Sadaf Rafiq Beg,
Prof. Subzar Ahmad Sheikh,
Prof. Kouser Fatima,
Prof. Farrukh Rana Mufti,
Ms. Anjuman Altaf**

Ms. Fatima Jeelani (Student Representative)



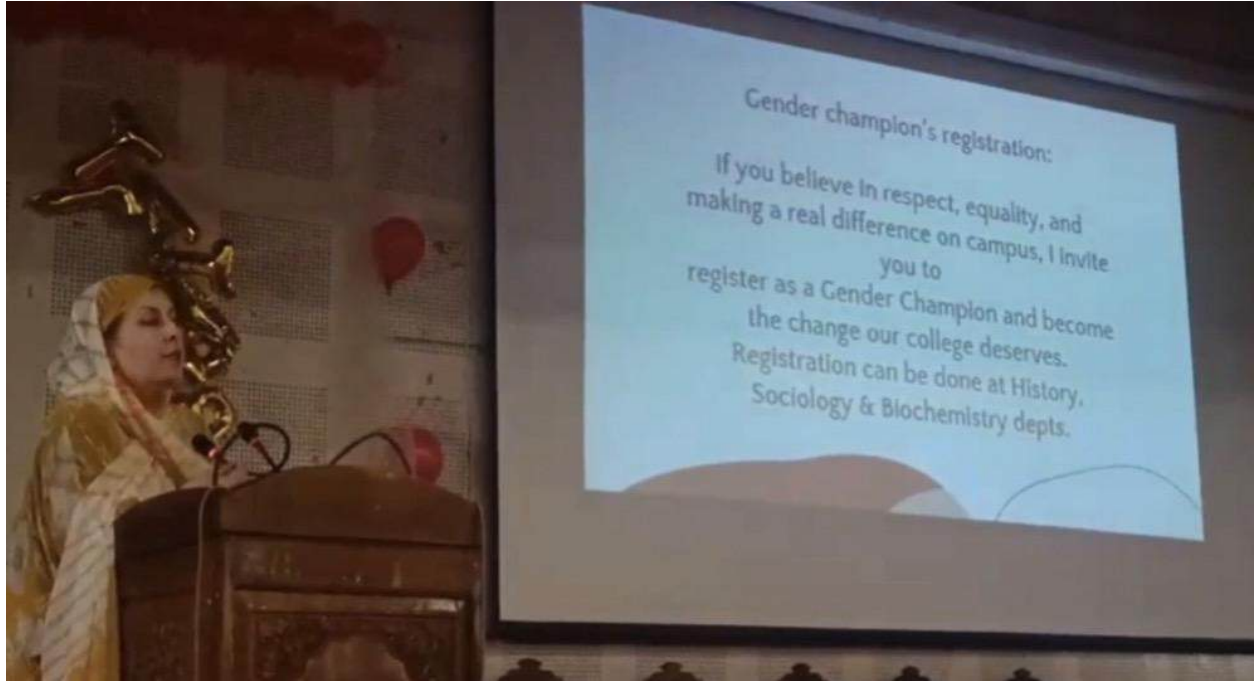






Induction Programme: 11 August 2026. Orienting first-semester students about the role of the ICC, complaint procedures, and the importance of a

safe and inclusive campus. Dr Gousia Khan, Convener CASH, addressed the students on gender sensitisation, POSH Act and women's empowerment. She spoke on the role of ICC complaint procedures and safe inclusive campus.



Complaints resolved: 03