

Report on Interactive Session Effective Functioning of Internal Complaints Committee (ICC)

February 17, 2017 at Conference Room, Ruby, Dadar

An interactive Session on Effective Functioning of ICC was jointly conducted by Governance and HRM Expert Committee on February 17, 2017.

Mr. Vijay Srirangan, DG, Bombay Chambers welcomed speakers and delegates. He briefed about history and the milestone achieved by Bombay Chambers. Ms. Usha Maheshwari, Additional Director, Bombay Chamber introduced speakers

Advocate Vasanti Kunder, Sr. Associate, Bombay Chamber and Member of ICC started the session by talking about the objects of the Sexual Harassment of Women at Work Place (Prevention, Prohibition and Redressal) Act, 2013. She explained important definitions of the terms "Employee", "Aggrieved Women" and "Sexual Harassment". She also spoke about the crucial details an employer is required to know. The non compliance of the same by the employer would result into heavy penalty. Duties of the employer and HR, the preventive measures that an employer should take, were discussed thoroughly. She also brief about purpose of constituting an Internal Complaints Committee and members on the committee. The details on the role and duties of the ICC were discussed in detail.

Participants were divided into groups and given various real life case studies to arrive at the decisions at various stages of investigation. Each group came up with various opinions and shared their views about the cases, which were then discussed by both the speakers. Advocate Vasanti and Ms. Veena Sharma discussed during group exercise, that ICC has the powers as are vested in civil court under the Code of Civil Procedure, 1908 when trying a complaint, namely:

- a. Summoning and enforcing the attendance of any person and examining him on oath;
- b. Requiring the discovery and production of documents; and
- c. Any other matter which may be prescribed.

She also explained the procedure of formation of ICC, role & responsibilities of ICC, procedure for enquiring into the complaint during the group exercise. Later in the session conciliation procedure was deliberated amongst the participants by speakers. Ms. Veena Sharma Director, Forensic Financial Advisory, Deloitte, India covered the redressal process and evaluation of complaint. The speakers advised to the delegates on preparing the inquiry reports, findings and also about the recommendations to be kept in writing.

The session was very interactive and the participants also shared the practices followed in their organizations. We received an encouraging feedback from the delegates.

