

## **Internal Complaints Committee**

In 2013, the Government of India notified the Sexual Harassment of Women at Workplace (**Prevention, Prohibition and Redressal**) Act. ([Prevention, Prohibition, Redressal](#)) Consistent with the Visakha judgement, the Act seeks to ensure women's right to workplace equality, free from sexual harassment through compliance with the three main elements: Prohibition, Prevention and Redress. The main purpose of the Act is to provide a civil remedy to women in addition to other laws which are currently in force. In compliance with this, the UGC Regulation 2015 (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions), had recommended to constitute an Internal Complaints Committee (ICC) with an inbuilt mechanism for gender sensitization against sexual harassment in the Higher Education Institute (HEI), by every Executive Authority. Hence, the Internal Complaints Committee (ICC) of the college is constituted as per the guidelines of UGC Regulation 2015. ([UGC Regulation 2015](#)).

### **Defining Sexual Harassment:**

'Sexual harassment' includes any unwelcome sexually inclined behaviour whether directly or indirectly such as

- physical contact and advances,
- demand or request for sexual favours,
- sexually coloured remarks,
- showing any pornography, or
- any other unwelcome physical verbal or nonverbal conduct of sexual nature.

### **Who can approach ICC for help:**

Any female employee (faculty, student or staff) of Acharya Jagadish Chandra Bose College, Kolkata.

### **Responsibilities of ICC are to:**

- provide assistance if an employee or a student chooses to file a complaint with the police
- provide mechanisms of dispute redressal and dialogue to anticipate and address issues through just and fair conciliation without undermining complainant's rights, and minimize the need for purely punitive approaches that lead to further resentment, alienation or violence
- protect the safety of the complainant by not divulging the person's identity, and provide the mandatory relief by way of sanctioned leave or relaxation of

attendance requirement or transfer to another department or supervisor as required during the pendency of the complaint, or also provide for the transfer of the offender

- ensure that victims or witnesses are not victimized or discriminated against while dealing with complaints of sexual harassment and
- ensure prohibition of retaliation or adverse action against a covered individual because the employee or the student is engaged in protected activity.

### **Process of making complaint of sexual harassment:**

- A written complaint to the ICC is required to be submitted by the aggrieved person within three months from the date of the incident, in case of a series of incidents within a period of three months from the date of the last incident.
- If such complaint cannot be made in writing, the Presiding officer or any Member of the Committee shall render all reasonable assistance to the person for making the complaint in writing.
- Friends, relatives, colleagues, co-students, psychologist, or any other associate of the victim may file the complaint in situations where the aggrieved person is unable to make a complaint on account of physical or mental incapacity or death.

### **Composition of ICC**

<b>Sl. No.</b>	<b>Name</b>	<b>Designation</b>	<b>Position</b>
1.	Dr. Chaitali Kundu	Associate Professor (History), Department of B.Ed.	Presiding Officer
2.	Ms. Soma Roy Karmakar	Director, RAHI Foundation, Kolkata	External member
3.	Dr. Taradas Sarkar	Associate Professor, Department of Chemistry	Member
4.	Dr. Manidipa Sikder	Associate Professor, Department of Bengali	Member
5.	Dr. Biswaranjan Mandal	Associate Professor, Department of Mathematics	Member
6.	Dr. Amrita Biswas	Assistant Professor, Department of Statistics	Member
7.	Ms. Soma Ray Choudhuri	Assistant Professor (Bengali), Department of B.Ed.	Member
8.	Mr. Supratik Mitra	SACT, Department of Commerce	Member
9.	Ms. Sabitri Das	Non-teaching employee	Member

10	Mr. Debasis Jena	Non-teaching employee	Member
11	Ms. Sristhi Ghosh	Student, B.Ed. Second Semester	Member
12	Ms. Mudrika Thakur	Student, B.A.	Member
13	Ms. Priyanka Nath	Student, B.Com.	Member
14	Mr. Biraj Sarkar	Student, B.Sc.	Member

Contact details:

Email ID: [ajbcicc@gmail.com](mailto:ajbcicc@gmail.com)

Phone: 7003115066