

Internal Complaints Committee

- ❖ Panchthupi Haripada Gouribala College is a CO educational institution providing equal opportunities to all. However if there are any complaints, involving physical contacts or advances demand for sexually tainted remarks and any unwelcome physical verbal and nonverbal expressions of a sexual nature, if it is addressed appropriate action is taken.
- ❖ This cell aims at sensitizing the students and staff to work diligently to prevent sexual harassment in the college. Complaints of sexual harassment shall be lodged with the committee and appropriate disciplinary action is initiated by the members in accordance to the rules and regulations of the college.

Why ICC?

- ❖ It is formed according to the provisions of the Vishaka guidelines.
- ❖ It is also mentioned in University Grants Commission regulations 2015 to 2nd may 2016 .

What is ICC?

- ❖ The POSH Act 2013 and Vishakha guidelines demanded and ICC be made at all What places for the redressal of sexual harassment cases.

Functions of ICC.

- ❖ To prevent sexual harassment at workplace.
- ❖ To prevent discrimination and sexual harassment against girls by promoting gender amity among students and employees.
- ❖ To conduct periodical programs on women empowerment.
- ❖ To provide convective environment and congenial atmosphere for women.

Approaches of ICC.

- ❖ Any man or woman who has suffered harassment at workplace can approach ICC includes
 - 1)An employee
 - 2) A visitor
 - 3) Any student

- ❖ Anyone who wishes to file a complaint can contact any of the ICC members.

ICC members.

- ❖ **Convener** – Shampa Laha (Assistant Professor, Bengali)
- ❖ Dr Soma Mukhopadhyay (Principal)
- ❖ Dr Soma Thakur (Associate Professor, Philosophy)
- ❖ Mr. Rebati Ranjan Ojha (Assistant Professor, History)
- ❖ Mr. Himadri Sarkar (Head Clerk)
- ❖ Mr. Sambit Sinha (Member CINI)

ICC formed on 25 /11/ 2021 on meeting number one resolution number 12 – e

The Vishaka guidelines

- ❖ The Vishakha guidelines were a set of procedural guidelines for use in India in cases of sexual harassment.
- ❖ They were promulgated by the Indian Supreme Court in 1997 and were superseded in 2013 by the sexual harassment of women at workplace (Prevention, Prohibition and Redressal act)
- ❖ The POSH act as mandatory compliance required every company having more than 10 employees to constitute an internal complaints committee that is ICC in the prescribed manner to receive and address the complaints of any sort of sexual harassment from women in a time bound and extremely confidential manner.