



BANGABASI MORNING COLLEGE

19, RAJKUMAR CHAKRABORTY SARANI
KOLKATA 700 009

'A' Grade Accredited by NAAC, 2016

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Internal Complaint Committee (ICC) (As Per POSH ACT, 2013)

- The POSH Act extends to the whole of India. According to the Act, the term 'aggrieved woman' includes a woman of any age, subjected to any act of sexual harassment. Based on the *Vishaka* guidelines, the POSH Act also expands the scope of the term sexual harassment, to include the following; physical contact and advances, demand or request for sexual favours, sexually coloured remarks, showing pornography, any unwelcome physical or verbal sexual advances and gestures.
- **Proceedings before the ICC**

An aggrieved woman is required to submit her complaint along with required documents, disclosing the witnesses, within three months from the date of the incident. The timeline for instituting the complaint may be extended by the committee if sufficient cause for the delay is displayed. If the aggrieved woman is incapable of filing the complaint due to any reason, the POSH Act and rules permit a third person to institute a complain on her behalf.

Following the receipt of a complaint, prior to initiating an inquiry, the ICC is required to provide for alternative dispute resolution in the form of conciliation, if requested by the complainant. The Committee is empowered to issue interim reliefs. The POSH Act also prescribes punishments and/or disciplinary actions included under the service rules of the organization after the allegation has been proved. The POSH Act also provides for compensation to the aggrieved woman.

Members of ICC

Dr Amitava Dutta, Principal

Dr Malabika Bhowmick, Presiding Officer (Assistant Professor in Bengali)

Dr Ronita Roy, Member (Associate Professor in English)

Dr Trayee Biswas, Member (Associate Professor in Botany)

Dr Parvin Banu, Member (NGO Representative)

X *Amitava Dutta*

30-04-2022

Dr. Amitava
Dutta Principal
Signed by: AMITAVA DUTTA

