



BANGABASI MORNING COLLEGE

19, RAJKUMAR CHAKRABORTY SARANI

KOLKATA- 700 009

RE - ACCREDITED WITH GRADE 'A' BY NAAC

website: <http://www.bangabasimorning.edu.in>, Email ID: bangabasimorning@gmail.com

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

Report 2021-22

In compliance with the instructions of National Commission for Women and guidelines issued in implementation of the directives of Hon'ble Supreme Court Judgement dated 13th August, 1997 in the case of Visakha and others vs. State of Rajasthan and Others about sexual harassment of women in the workplace, Bangabasi Morning College had duly constituted a Complaint Committee for considering complaints of sexual harassment of women in the college.

Objectives of the committee:

The ICC is an educational resource as well as a complaint redressal mechanism for the faculty, staff and students of the college, its mandates are

- To provide a natural, confidential and supportive environment of the college campus.
- To advice complaints of means of resolution as specified by the legislation.
- To ensure fair and timely resolution of Sexual Harassment complaints.
- To provide counselling and support services on campus.
- To promote awareness about Sexual Harassment through educational initiatives that encourages and fosters a respectful and safe campus environment.

The committee seeks to inform the campus community of their right to a respectful work and learning environment. It believes that if we practice, respect, exercise empathy in our interventions with others so that we do not hurt anyone through what we say or do, then we create a campus that is free of Sexual Harassment.

The committee seeks to achieve these goals through Complaint Redressal, as per the Act.

The Sexual Harassment at Workplace (Prevention, Prohibition and Redressal) Act, 2013, appropriate action will be taken once the complaint is filed.

Important document links for reference:

- Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act and Rule 2013

https://www.indiacode.nic.in/handle/123456789/2104?sam_handle=123456789/1362

- UGC regulations on ICC

https://www.ugc.gov.in/pdfnews/7203627_UGC_regulations-harassment.pdf

- HANDBOOK on Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 for Employers / Institutions / Organisations/ Internal Complaints Committee / Local Complaints Committee.

<https://wcd.nic.in/act/handbook-sexual-harassment-women-workplace>



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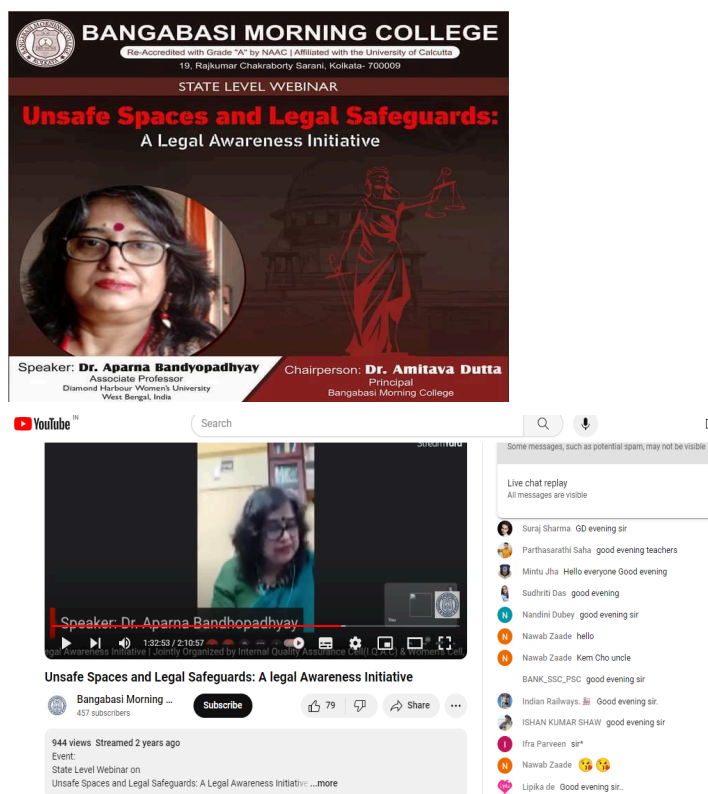
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Awareness Initiatives:

1. A State Level Webinar on “Unsafe Spaces and Legal Safeguards: A Legal Awareness Initiative” on 8th October, 2021, was held from 7.00 p.m. through virtual platform. Dr. Aparna Bandyopadhyay, Associate Professor, Department of History, Diamond Harbour Women’s University, West Bengal was invited as a Guest Speaker to deliver a talk in the webinar. The detailed programme was chalked out by members of I.Q.A.C. and Women’s Cell jointly. Policies of ICC discussed in the program. The Objective of the committee was explained by the speaker.



Youtube link of the program: <https://youtu.be/neGIybTyx6A>

2. A Workshop on Menstrual Hygiene Management was organised by Women’s Cell along with ICC on 09.03.2022. Members of Pink Flag Foundation (NGO) interacted with the students regarding the topic. Dr Parveen Banu, Associate Professor, Calcutta National Medical College was invited as a Guest Speaker to deliver a talk. The theme of work shop was breaking the barrier. Breaking barriers implies dismantling the deeply rooted structures of discrimination and prejudice that hinder women’s advancement. To empower the lives, it is imperative to focus on key areas that impact women disproportionately.



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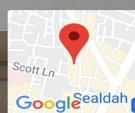
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