



VIVEKANANDA COLLEGE

(GOVT. SPONSORED) (NAAC ACCREDITED GRADE 'A')

Ref. No.....

Date.....



VIVEKANANDA COLLEGE, Thakurpukur INTERNAL COMPLAINTS COMMITTEE (ICC)

UGC guidelines on ICC for Educational institutions

https://www.ugc.gov.in/pdfnews/6110248_CURRICULUM-FRAMEWORK-ENVIRONMENT-FOR-WOMEN-WOMEN-CELL.pdf

Vivekananda College has an ICC in compliance with the POSH Act of 2013, to address complaints of sexual harassment, encompassing students, teachers, and non-teaching staff of the college.

ICC, Vivekananda College, Thakurpukur adopts a zero tolerance policy about sexual harassment in any form across all sections of the college. To facilitate the registration of the complaint the option of offline as well as online submission of complaint is provided to the complainant (iccv63@gmail.com). The complainant also has the option of approaching the PO or any other member of ICC personally after which she/he is guided to submit the complaint formally offline or online. The college emphasizes its strict adherence to zero tolerance to sexual harassment through posters in various strategic positions to make the students aware of this policy.

Mechanism: A link is provided on the college website for online submission and the drop box is used for offline submission. The drop box is regularly checked and a routine check is done for complaints submitted online, that need to be addressed by the committee.

Sukanya Samykal



PRESIDING OFFICER
Internal Complaint Committee
VIVEKANANDA COLLEGE
Thakurpukur, Kol-63

Richanda
Teacher-in-Charge
VIVEKANANDA COLLEGE
Thakurpukur, Kol-63



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ICC Composition

1. Smt.Sukanya Sanyal (Presiding Officer)
2. Smt.Sumita Chakrabarti (Member)
3. Dr. Meenakshi Mukherjee (Member)
4. Dr.Siddhartha Guha Roy (Member)
5. Smt. Aparajita Bhattacharya (Member)
6. Smt. Dipanjana Basu Majumdar (Member)
7. Sri. Mit Guha Roy (Lawyer and External member)
8. Smt. Bijaya Chanda (Lawyer and External member)
9. Smt. Manisha Mondal (Member)



Sukanya Sanyal

PRESIDING OFFICER
Internal Complaint Committee
VIVEKANANDA COLLEGE
Thakurpukur,Kol-63

Bijaya Chanda
Teacher-in-Charge
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FUNCTIONS AND RESPONSIBILITIES OF THE MEMBERS OF THE COMMITTEE

The ICC has been resolving cases of sexual harassment, verbal innuendoes, sexually loaded messages or e-mails, i.e. any kind of actions, words and gestures, that are of a sexual nature from the time of its inception.

The ICC ensures gender equality, addresses problems of gender bias or discrimination, sexual harassment, and acts of gender-based violence.

Fulfil the directives and guidelines issued by the Supreme Court to create a work environment in academic institutions that is free of sexual harassment or gender-based discrimination.

The primary objective of the ICC is to take cognizance of complaints received from either students, teachers or non-teaching staff and organize meetings and hearings of the complainant and the defendant to resolve the issue and submit its findings to the college authority with a caveat where necessary.

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REDRESSAL OF GRIEVANCES RECEIVED BY THE ICC (2018-2023)

<u>ACADEMIC YEAR</u>	<u>Grievances Received from</u>	<u>Grievances Forwarded</u>	<u>Grievances resolved</u>	<u>Pending Grievances</u>
<u>2018-2019</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
<u>2019-2020</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
<u>2020-2021</u>	<u>Teachers</u>	<u>1</u>	<u>0</u>	<u>1</u>
<u>2021-2022</u>	<u>Teachers</u>	<u>1+</u> <u>Brought</u> <u>Forward 1</u>	<u>2</u>	<u>0</u>
<u>2022-2023</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>



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VIVEKANANDA COLLEGE, THAKURPUKUR

269, Diamond Harbour Road, Thakurpukur, Kolkata – 700063

**In case of Sexual Harassment inside the college Premises Please Contact the
INTERNAL COMPLAINTS COMMITTEE**

- Prof. Sukanya Sanyal.....Dept. of English
- Dr. Meenakshi Mukherjee.....Dept. of Botany
- Prof. Aparajita Bhattacharya.....Dept. of History
- Prof. Dipanjana Basu Majumdar.....Dept. of Journalism & Mass Communication
- Smt. Manisha Mondal.....Office



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COMPLAINT BOX



Sukanya Samyol



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Posters in the campus for Awareness and Information



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