

## Internal Complaints Committee

2023-2024

## Members

Smt. Rita Sukar, Presiding Officer (ritasukar85@gmail.com)  
 Smt. Aparna Ghosh, Member  
 Sri. Tanmay Mathur, Member (tanmaymathur74@gmail.com)  
 Smt. Sabana Begum, Member  
 Smt. Sumana Das, Member (sumanadas.1234@rediffmail.com)  
 Smt. Pratima Mukherjee, Member  
 Smt. Latika Chakroborty, Member  
 Sri. Palash Pal, Advocate

## Objectives:

- To ensure a safe and secure workplace for women where they can work confidently and fearlessly.
- Having an active and conveniently accessible mechanism where grievances pertaining to sexual harassment, gender-based violence or gender-based discrimination can be confidentially received, investigated and redressed.
- Zero-tolerance to sexual harassment.
- To promote awareness amongst all stakeholders of the college about Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.
- To sensitise all stakeholders of the college about gender equality.

Vision: Building an egalitarian society where all forms of discrimination based on gender are eradicated and women can get equal access to all opportunities without any worry or anxiety about safety or discrimination.

## Summary of ICC activities, 2023-24:

In the academic session 2023-2024 no incidents of sexual harassment were reported to ICC either in written form or via email. The email ids of teachers were shared via various platforms (online and offline) so that reporting of any incident of sexual harassment could be made without delay and prompt intervention from ICC could be initiated. No complaints/grievance of sexual harassment were found to be reported. The email inboxes as well as the spam folders were checked regularly to ensure the same.

Since, the duty of the ICC is not just to redress an incident of sexual harassment but also find ways of preventing and prohibiting it, the committee members held meetings to plan and execute awareness and sensitization programmes activities. These activities and programmes were targeted towards spreading awareness amongst students and teachers on "What constitutes as Sexual Harassment?" as per POSH Act, 2013 and the provisions in the Act which empowers ICC to redress them.

## Events organised by ICC, Abhedananda Mahavidyalaya:

- With the intention of knowing our students, their areas of anxieties and their suggestions, the members of ICC organised a writing event for the students on the topic "Sexual Harassment: Problems and Prevention." This was kept open for students of all genders. Students were given the freedom to choose the medium for expressing their thoughts and ideas. That is, they were given the choice of expressing themselves through essays/articles/poems/short stories/sketches. Writings were not submitted in huge numbers, but the response was still encouraging. We hope to motivate students more in the future to express themselves uninhibitedly. However, the students who did express themselves, did so in various languages and mediums. The writings we received were different and thought-provoking. Interestingly we also got a few submissions from boys and it was heartening to see their concern on the matter. Two things the students have primarily laid emphasis on are – awareness, collective effort and need to learn self-defence. We therefore intend to soon arrange for a workshop which can teach primary self-defence to the young girls of our college.
- ICC organised two awareness programmes on "Prevention, Prohibition and Redressal of Sexual Harassment at Workplace." One for the female teaching and non-teaching staff and another for the girl students of the college. Both the events had considerable number of participants. The programme was followed by Q&A and productive discussion amongst the participants.

Report Compiled by

Rita Sukar

Presiding Officer, ICC  
Abhedananda Mahavidyalaya

Received  
 29/7/24  
 Principal  
 Abhedananda Mahavidyalaya  
 Sainthia, Birbhum