

INTERNAL COMPLAINTS COMMITTEE (ICC)

Garhbeta College always aims to provide a healthy and amiable atmosphere to the staff and students of the College. The college has constituted the Internal Complaints Committee (ICC), as per the recommendation of UGC for higher education institutions. The said committee ensures a sexual harassment-free environment, zero tolerance of gender-based violence, and also deals with gender sensitization program to evaluate, assist and support for all those who are studying or working in the institute and address the harassment complaint (if any) following as per Section 4(1) of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013..

THE BEGINNING

In view of recommendations of the UGC, Garhbeta College, have constituted an Internal Complaints Committee as per Section 4(1) of the sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

The Committee started its work by Prof. Soma Samanta, Associate Professor in Philosophy, as Chairperson, Dr. Rita Sil, Assistant Professor of Bengali, as Convenor and with other members in the year of 2020. Dr. Rita Sil, Associate Professor in Bengali is the present Chairperson of the committee.

VISION & MISSION

- To receive any grievance/complaint from students/staff regarding sexual harassment.
- To investigate the case based on the above mentioned complaints relating to sexual harassment.
- To conduct a systematic inquiry on receiving any complaints from aggrieved students/staff and submit a detailed report to the undersigned for suitable action.
- To ensure confidentiality in the proceedings as well as in keeping records.

PROCEDURE FOR FILING A COMPLAINT WITH ICC

- Sexual Harassment complaints must be hand-written or typed on paper.
- The nature of the complaint, as well as dates and locations, should be fully specified.
- As per stipulation of the Act the aggrieved person can make the written/typed complaint to HOI within a period of three months from the date of incident and in case of a series of incidents, within a period of three months from the date of last incident.
- The complaint must not be anonymous.

TIMELINE AS PER THE ACT*

Submission of the complaint	Within 3 months of the date of the last incident
Notice to the respondent	Within 7 days of receiving copy of the complaint
Completion of inquiry	Within 90 days
Submission of report by ICC/LCC to employer/DO	Within 10 days of completion of the inquiry
Implementation of recommendation	Within 60 days
Appeal	Within 90 days of the recommendations

*Handbook on Sexual Harassment of Women at Workplace, Ministry of Women and Child Development, Govt. of India, 2015

The Members of ICC

Dr. Rita Sil, Associate Professor in Bengali (Chairperson)

Prof. Soma Samanta, Associate Professor in Philosophy (Convenor)

Dr. SantimoyPatra, Associate Professor in Commerce

Dr. Kanchan Bag, Associate Professor in Chemistry

Dr. SwatilekhaMaiti, Assistant Professor in Physiology

Dr. Rajlaxmi Mukherjee, Assistant Professor in Mathematics

Dr. PokhrajGuha, Assistant Professor in Zoology

Dr. Sanghamitra Das, Associate Professor in Bengali, PanchlaMahavidyalaya& Treasurer of 'Pratyarpan' NGO (External Member)

Smt. KobitaSinghaMahapatra (Non Teaching Representative)

Smt. Kakoli Chakraborty (Non Teaching Representative)

Miss. Rimpa Nandi (Students Representative)

Miss. Riya Chanda (Students Representative)

Mr. RohitGarai (Students Representative)

ICC is HERE to HEAR YOU

Dr. Rita Sil, Chairperson, ICC, Mob: 9051297972

Prof. Soma Samanta, Convenor, ICC, Mob: 7908157424

DROP YOUR COMPLAINT

icc@garhbetacollege.ac.in