

## **INTERNAL COMPLAINTS COMMITTEE (ICC)**

### **Internal Complaints Committee (ICC) related to the Sexual Harassment at Workplace (Prevention, Prohibition and Redressal) Act, 2013)**

The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 has been introduced to address the rising instances of offences against women in workplaces in recent times. In pursuance of this act, Government General Degree College, Chapra formed its Internal Complaints Committee (ICC) on 04.05.2021. Erstwhile "The Cell for the Prevention of Sexual Harassment" has been revised to form the "Internal Complaints Committee" (ICC) in consonance with the name designated by the Act of 2013.

According to this Act (2013), "Sexual harassment" includes any one or more of the following unwelcome acts or behaviours (whether directly or implied):-

1. Physical contact and advances; or
2. A demand or request for sexual favours; or
3. Making sexually coloured remarks; or
4. Showing pornography, or
5. Any other unwelcome physical, verbal or non-verbal conduct of sexual nature (for instance, remarks on the basis of colour, ethnic origin and sexual choices etc.).

Further, the following circumstances (among other circumstances) if it occurs or is present in relation to or connected with, any act or behaviour of sexual harassment may amount to sexual harassment:-

1. Implied or explicit promise of preferential treatment in her employment, or
2. Implied or explicit threat of detrimental treatment in her employment; or
3. Implied or explicit threat about her present or future employment status; or
4. Interference with her work or creating an intimidating or offensive or hostile work environment for her, or
5. Humiliating treatment likely to affect her health or safety.

The ICC undertakes enquiries with regard to complaints of sexual harassment from aggrieved women employees and students (as defined Act 2013). The complaint is kept totally confidential and adequate protection is provided to the complainant, wherever necessary. Complaints are heard expeditiously while adhering to the principles of natural and moral Justice. Necessary recommendations are provided on the basis of the findings of the investigation. Under the aegis of Govt General Degree College, Chapra, the ICC has planned to conduct gender- awareness and sensitization workshops in near future in collaboration with prominent NGOs.

## Procedure for Lodging a Complaint

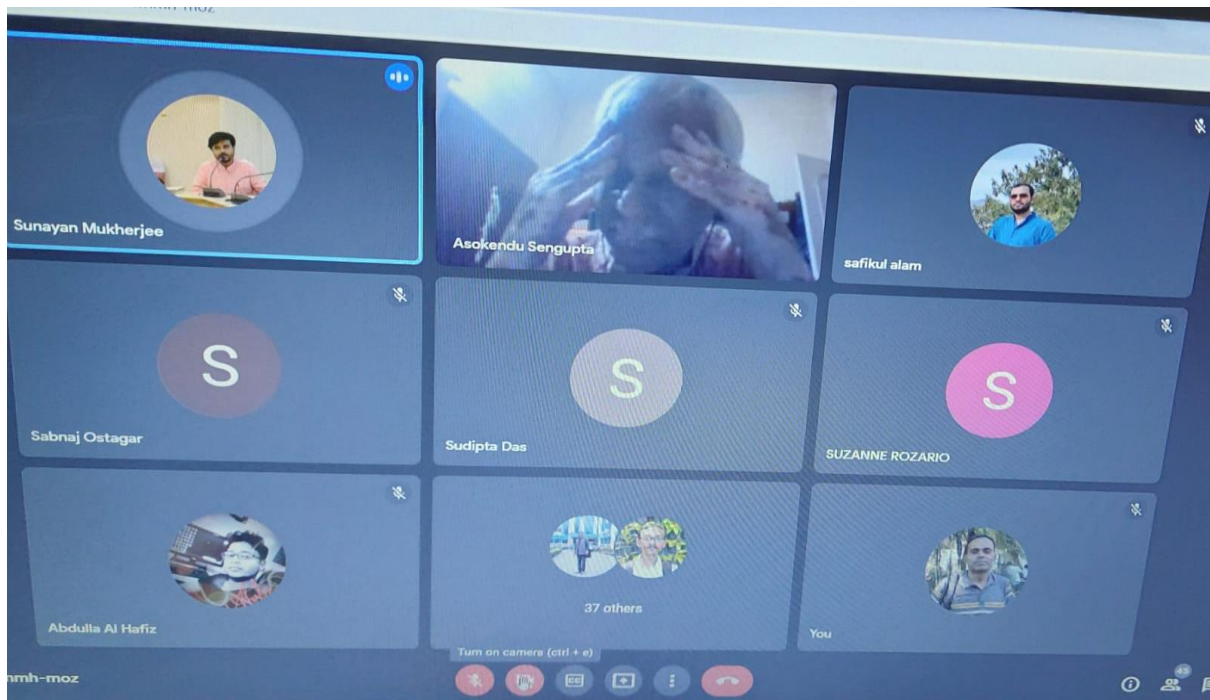
If any woman is a victim of sexual harassment (or perceives herself to be so), she can immediately contact any ICC member (personally or through telephone/ written request/ email) or lodge a written complaint and drop it in the box provided outside the Principal's office. The complaint and the identity of the complainant will be kept **CONFIDENTIAL**.

## Internal Complaints Committee of Government General Degree College, Chapra: Authority Structure

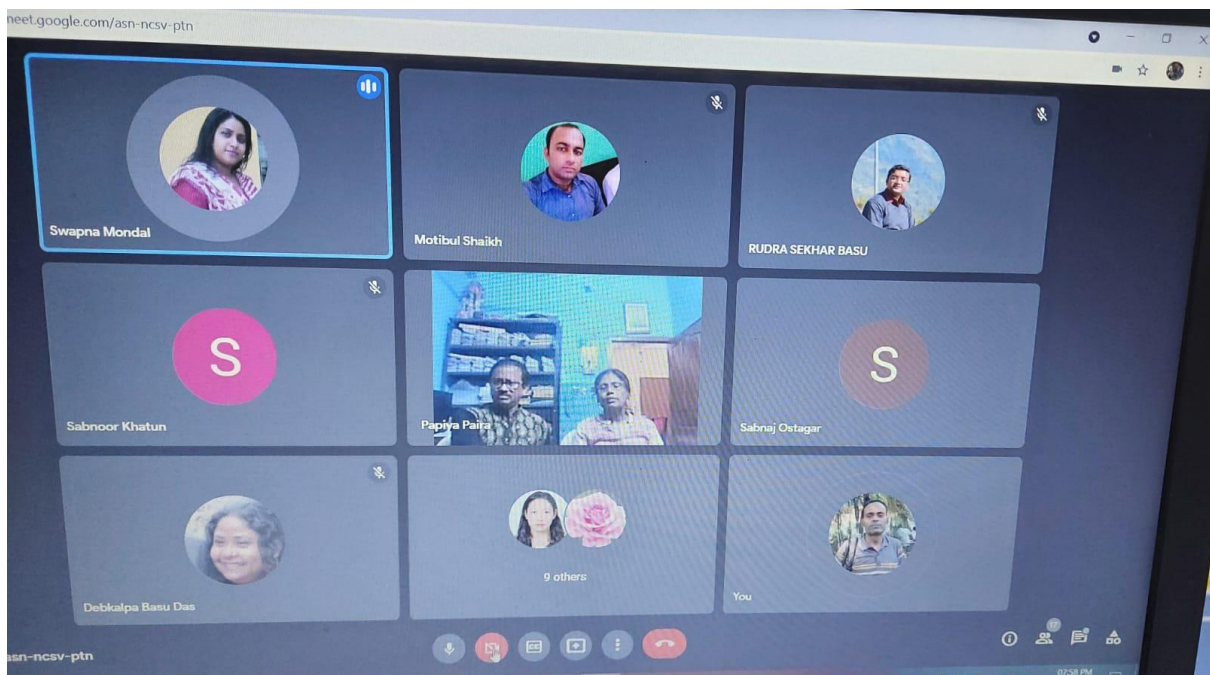
Designation	Name	Contact Details
<b>Chair-person (Ex-Officio)</b>	Principal GGDC, Chapra	Email Id: cgcollege2015ku@gmail.com Phone no: 9433692951
<b>Presiding Officer</b>	Smt. Kajal Pradhan, Assistant Prof. of Sociology	Email Id: pradhankajal17@gmail.com Phone No: 8768920716
<b>Legal Advisor</b>	Advocate Smt. Papiya Paira, M.A., LL.B., The Judge's Court and Criminal Court at Alipore, Kolkata -27	Email Id:papiyapaira2013@gmail.com Phone No. 9433397723
<b>Committee Members</b>	Smt. Debkalpa Basu Das Member of NGO "AGAMEE"	EmailId: <a href="mailto:debkalpabd@gmail.com">debkalpabd@gmail.com</a> Phone No. 9163882830
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	Smt. Swapna Mondal, Childline Activist on Abuse of Female & Human trafficking	EmailId:swapnachildline12@gmail.com Phone No. 8328799199
	<b>Smt. Sabnoor Khatun</b> 4 <sup>th</sup> SEM Student of Political Science (Hons).	Email Id:sabnoork168@gmail.com Phone no: 9382090463

## Download Prevention of Sexual Harassment Act 2013

Some virtual meeting conducted by ICC and webinar conducted by ICC and IQAC, GGDC, Chapra:-



4<sup>th</sup> September, 2021: Awareness Webinar on Child Protection, especially Female child sexual abuses and Sexual Harassment by Dr. Asokendu Sengupta, Former Chairperson, West Bengal State Commission for Protection of Child Rights.



26<sup>th</sup> September, 2021: ICC virtual Meeting along with Girls' Students of GGDC, Chapra. All members were present including Legal Advisor, Advocate Smt. Papiya Paira, M.A. LL.B., The Judge's Court and Criminal Court at Alipore, Kolkata -27.