



RAJA PEARY MOHAN COLLEGE

1, Acharya Dhruba Pal Road,

Uttarpara, Hooghly, West Bengal, Pin- 712 258.

Tel No.: (033)2663-0191, Mob: 7074292263

Website: <https://www.website.rpmcollege.edu.in/>, e-mail: rajapearymohancollege@gmail.com

ISO Certified

Ref.: _____

Date: _____

INTERNAL COMPLAINTS COMMITTEE (ICC)

MEETING NOTICE AND MINUTES FOR THE SESSIONS 2018-2023

LINK FOR MEETING NOTICE AND MINUTES IN COLLEGE WEBSITE:

| SERIAL | SESSION | NUMBER OF MEETING NOTICE & MINUTES | PAGES |
|--------|-----------|------------------------------------|-------|
| 01 | 2018-2019 | 02 + 02 | |
| 02 | 2019-2020 | 02 + 02 | |
| 03 | 2020-2021 | | |
| 04 | 2021-2022 | | |
| 05 | 2022-2023 | | |



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RAJA PEARY MOHAN COLLEGE

Prevention, Prohibition & Redressal of Sexual Harassment at Workplace

**Dare to reach out to ICC of RPM College
(iccrpmc@gmail.com or 9830880065)
incase you ever been a victim or witness any
unwelcome advances in your college premises.**

**SAY NO !
TO UNWELCOME ADVANCES**

Sexual harassment at workplae is a punishable offence

Internal Complaints Committee





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
FOR THE SESSION 2018-2019

RAJA PEARY MOHAN COLLEGE
রাজা প্যারীমোহন কলেজ
1. ACHARYA DHURUBA PAL ROAD, UTTARPARA, HOOGHLY, WEST BENGAL, PIN - 712 258
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১. আচার্য্য ধ্রুব পাল রোড উজ্জপাড়া, হুগলী, পশ্চিমবঙ্গ, পিন - ৭১২২৫৮.
দূরভাষ : ০৩৩-২৬৬৩-০১৯১ & ৭০৭৪২৯২২৬৩
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Ref. No./সূচক সংখ্যা _____ Date/তারিখ ৪. ৪. ২০১৪

NOTICE

A General Meeting of ICC is to be held on **Saturday, 11th August, 2018** at Principal's office, commencing at 12 noon. All members are requested to come.

Principal 
PRINCIPAL
Raja Peary Mohan College
Uttarpara, Hooghly

Agendas:

1. Constitution Preparation of ICC of RPMC as per UGC guidelines.
2. Co-opting a Member from NGO as per UGC guidelines.
3. Activity Calendar of ICC for 2018-2019
4. Creating a complain Register.
5. Miscell.

MEETING NOTICE FOR 11-08-2018

Members Present in the Meeting held on 11/08/2018 at 12.00 noon in the Principal's Room:

This is the first Meeting of ICC after its constitution & ratified by the Governing Body in its meeting held on 01.08.2018

Agenda No: 1
Constitution Preparation of ICC of RPMC as per UGC guidelines & as per OAAKSHAM as to be ratified by GB.

Agenda No: 2
Co-opting a member from NGO Prof. Niladri Bhattacharyya gave a proposal to Co-opt Mrs Manidipa Ghosh & Principal asked him to do the needful.

Agenda No: 3

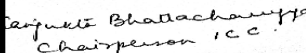
1. Activities though class campaign.
2. Tenders to be arranged for class campaign duties.
3. Dr. Santanu Rana proposed about Sukanya – WB Police for women
4. Gender Champion.
ICC will take up Gender Champion activities in the college.

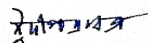
Agenda No:4
Annual Workshop/Seminar from ICC on Gender Equality January/February 2019.

Agenda 5: Complains Register preparation
Already Prepared

1. One Complain case verbally evading verbal abuse.
2. Investigation Cell be done by ICC with immediate effect.

Miscell: All complains should be intimated to ICC from any scheme of the college.


Chairperson ICC.
11. 8. 2018



MEETING MINUTES FOR 11-08-2018

MAJOR HIGHLIGHTS OF THE MEETING:

- Constitution preparation for ICC as per UGC guidelines (Policy document)
- Co-opting External Member
- Massive Awareness Drive to be carried out within the college campus
- Complains register to be prepared.



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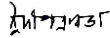
Date: _____

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Ref. No. /স্মৃক সংখ্যা _____ Date /তারিখ 28.12.18

NOTICE

A General Meeting of ICC is to be held on **Wednesday, 2nd January, 2019** at Principal's office, commencing at 12 noon. All members are requested to come.

Principal 
PRINCIPAL
Raja Peary Mohan College
Uttarpara, Hooghly

Sanjiv Bhattacharya
Chairperson of ICC

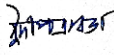
Agendas:

1. Confirmation of the proceedings of the pervious meeting
2. Class campaigning
3. Miscell.

Members Present in the Meeting held on 02.01.2019 at 12.00 noon in the Principal's Room:-

1. The Proceeding of the last meeting was read and confirmed unanimously.
2. It is was resolved that class campaign regarding awareness on Sexual Harassment will be organized resolved that the students will be made aware of the ICC Cell & how they can contact or register their complain to ICC.
3. Miscellaneous: Members were requested to approach students & enquire about any possible problems they may face and make them comfortable to approach ICC any time.

Sanjiv Bhattacharya
Chairperson ICC
2/1/19



MEETING NOTICE FOR 02-01-2019

MEETING MINUTES FOR 02-01-2019

MAJOR HIGHLIGHTS OF THE MEETING:

- Massive Awareness Drive to be carried out within the college campus
- Students to be made aware about the complaint registration procedure.



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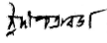
FOR THE SESSION 2019-2020

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Ref. No./সূচকসংখ্যা _____ Date/তারিখ ৭.৮.১৯

NOTICE

A General Meeting of ICC is to be held on **Saturday, 10th August, 2019** at Principal's office, commencing at 12 noon. All members are requested to come.

Principal 
PRINCIPAL
Raja Peary Mohan College
Uttarpara, Hooghly

Sarjunt Bhattacharya
Chairperson of ICC

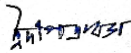
Agendas:

1. Confirmation of the proceedings of the pervious meeting
2. Class campaigning
3. Induction
4. Miscell.

Members Present in the Meeting held on 10.08.2019 at 12.00 noon in the Principal's Room:-

1. The Proceeding of the last meeting was read and confirmed unanimously.
2. Resolved that ICC will organize class campaign for creation of awareness about the role of ICC in College. Also resolved students will be communicated the procedures to lodge complain if any to ICC.
3. Induction program was organized for students of 1st year where the students were communicated about the role of ICC in College and how they can be benefitted if they require.
4. Regular interaction to be maintained with students

Sarjunt Bhattacharya
Chairperson ICC
10/8/19.



MEETING NOTICE FOR 10-08-2019

MEETING MINUTES FOR 10-08-2019

MAJOR HIGHLIGHTS OF THE MEETING:

- Massive Awareness Drive to be carried out within the college campus during induction program
- Students to be made aware about the complaint registration procedure.



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
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Ref. No. /সূচক সংখ্যা _____ Date/তারিখ 22.12.2019

NOTICE

A General Meeting of ICC is to be held on **Friday, 3rd January, 2020** at Principal's office, commencing at 12 noon. All members are requested to come.

Principal 
PRINCIPAL
Raja Peary Mohan College
Uttarpara, Hooghly

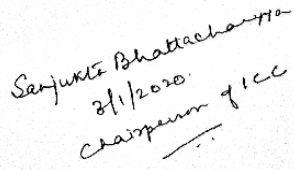
Sanjivati Bhattacharya
Chairperson of ICC

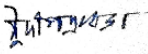
Agendas:

1. Confirmation of the proceedings of the pervious meeting
2. Class campaigning
3. Induction
4. Miscell.

Members Present in the Meeting held on 03.01.2020 at 12.00 noon in the Principal's Room:-

1. The Proceeding of the last meeting was read and confirmed unanimously.
2. Resolved that ICC will organize class campaign for creation of awareness about the role of ICC in College. Also resolved students will be communicated the procedures to lodge complain if any to ICC.
3. Induction program was organized for all students of Even Semester where the students were communicated about the role of ICC in College and how they can be benefitted if they require.
4. Regular interaction to be maintained with students


Sanjivati Bhattacharya
21/1/2020
Chairperson of ICC



MEETING NOTICE FOR 03-01-2020

MEETING MINUTES FOR 03-01-2020

MAJOR HIGHLIGHTS OF THE MEETING:

- Induction program organized and awareness campaign conducted during induction
- Regular interaction to be maintained with students.



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FOR THE SESSION 2020-2021

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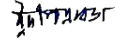
Ref. No. _____ Dated: 18.11.2020

NOTICE

A General Meeting of ICC is to be held on Friday, 20th November, 2020 at online platform (Googlemeet) at 6.30 pm. All members are requested to join the meeting.

Agenda:

1. Confirmation of previous meeting.
2. Awareness of students Sexual Harassment at home.
3. Creation of helpline numbers and Email for students.
4. Mics.

Principal 
PRINCIPAL
Raja Peary Mohan College
Uttarpara, Hooghly

Sanjiv Bhattacharya
Chairperson of ICC 18/11/2020


Friday, 20th November,

1. The Proceeding of the last meeting was read and confirmed unanimously.
2. Resolved that awareness campaign will be held though online mode for all students class wise regarding domestics violence/sexual harassment at home as other places and how to cope & seek support.
3. Resolved that email Ids of ICC members will be displayed in website & circulated among students though whatsapp group so that they can approach ICC for any help.
4. No matters aroused & the meeting ended thanking chair.

Members

Rinitra
Sandip Sarkar

Sanjiv Bhattacharya
Chairperson
ICC
20/11/20


PRINCIPAL
Raja Peary Mohan College
Uttarpara, Hooghly

MEETING NOTICE FOR 20-11-2020

MEETING MINUTES FOR 20-11-2020

MAJOR HIGHLIGHTS OF THE MEETING:

- Online meeting constituted due to COVID period
- Creation of helpline number and email for students.



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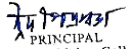
Ref. No. _____ Dated: 10.06.2021

NOTICE

A General Meeting of ICC is to be held on Friday, 18th June 2021 at online platform (Googlemeet) at 6.30 pm. All members are requested to join the meeting.

Agenda:

1. Confirmation of previous meeting.
2. Awareness regarding at College-Online campaign.
3. Preparation for Organize seminar.
4. Mics.

Principal 
PRINCIPAL
Raja Peary Mohan College
Uttarpara, Hooghly

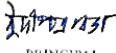
Sanjiv Bhattacharya
Chairperson of ICC 18/6/21

Friday, 18th June 2021

1. The Proceeding of the last meeting was read and confirmed unanimously.
2. Resolved
3. Resolved that a Seminar will be organized by ICC in Collaboration with women Cell of the College.

Sanjiv Bhattacharya
Chairperson ICC.
18/6/21.

Members
Ruhira
Sankha Sarkar


PRINCIPAL
Raja Peary Mohan College
Uttarpara, Hooghly

MEETING NOTICE FOR 18-06-2021

MEETING MINUTES FOR 18-06-2021

MAJOR HIGHLIGHTS OF THE MEETING:

- Awareness drive through online platform
- Organizing seminar.



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FOR THE SESSION 2021-2022

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Dated: 19-08-2021

NOTICE

An **urgent meeting** has been called upon by ICC to discuss the following agenda given below. The meeting will take place **tomorrow, 20 th August, 2021 at 6:30 pm** on MS-Teams platform. All members are requested to join. Debasish Naskar, HOD, Commerce is requested to be present in the meeting.


The link to join the meeting:
https://teams.microsoft.com/join?loc=meeting_38BYVM108R2171ZTL1uN000Z31W1eNTqG0H0ZT1E=0GNSHG254d9dcead+24D3cester+575527f4P52951e4329e74656-860f-4b1f-ba6c-09a740027c97962962a3230a6952963a3a32207a015e-77af4d33b73-448c0089939297674

Agenda:
Obscene whatsapp message by a student to a student


Principal
Raja Peary Mohan College
Uttarpara, Hooghly

Chairperson: Dr. Sanjukta Bhattacharyya
Co-Chairperson: Dr. Jaya Maji

Members
Niladri Bhattacharya, Member
Dr. Rajrupa Mitra, Member
Dr. Hrishita Gupta Bakshi, Member
Sandipan Sarkar, Member
Dr. Santanu Rana, IQAC co-ordinator
Krishnanka Shekhar Gayan, TCS
Poly Roy Konar, Member
Jhuma Dhara, Member
Samir Purkait, Member

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Minutes of the Meeting of the ICC (Aug 21, 2021)

The meeting of the ICC took place on August 21, 2021 at EPM college, Uttarpara, Hooghly. As the complainant and accused both are the students of B. Com, Debasish Naskar, HOD, Commerce was also present in the meeting. The complainant, (Name kept secret) who is the student of 4th Sem, B. Com, was present in the meeting.

Agenda 1:
In the midst of the Coronavirus pandemic, when the online classes are going on in the college to continue smooth teaching-learning process, it is very unfortunate that a boy student of semester IV of B.Com. dared to harass a girl student, his classmate and post an obscene picture in an unofficial whatsapp group created by the students of semester IV of B.Com. The complainant communicated to the student union of the college and further the incident was reported to the Chairperson of the ICC, Dr. Sanjukta Bhattacharyya. Based on this agenda an emergency meeting was called within 24 hours from the reporting time. The complainant briefed the incident about the posting of the indecent picture in their personal college group by her classmate mentioning her name. The girl student reacted to this and left the group immediately and lodged a complaint along with a proof.

The ICC took a step towards conciliation at the request of the complainant. It was decided that if the accused student is found to be involved in the crime in future again, a strict action against him will be taken.

Agenda 2:

- It was repeated in the meeting that the complaints regarding Sexual Harassment at workplace can be made
 - by sending e-mail to iccrpmc@gmail.com
 - through the complaint portal in the college webpage
 - in paper form to be put in the complaint drop box at college
- Virtual harassment is a big problem all over the world, and it is growing fast. In view of that it is decided to conduct awareness programmes from time to time among the students/employees.
- Short informative video on the complaint procedures and instructions for filing of complaints for sexual harassment would be prepared and displayed in the college portal.
- Lecture series on "Human rights" would be organized in collaboration with the department of Political Science so as to aware students/employees about the rules and regulations.

The meeting ended with vote of thanks from the chair.

Following were present in the meeting.

Principal Sudip Kumar Chakraborty
Chairperson Sanjukta Bhattacharyya (Asso. Prof.)
Co-Chairperson Jaya Maji (Asst. Prof.)
Members Niladri Bhattacharya (Asso. Prof.)
Rajrupa Mitra (Asst. Prof.)
Hrishita Gupta Bakshi (Asso. Prof.)
Sandipan Sarkar (Asst. Prof.)
Santanu Rana (Asst. Prof.)
Krishnanka Shekhar Gayan (Asst. Prof.)
Poly Roy Konar (Lab Asst.)
Samir Purkait (Office Staff)

MEETING NOTICE FOR 20-08-2021

MEETING MINUTES FOR 20-08-2021

MAJOR HIGHLIGHTS OF THE MEETING:

- Quick response and resolve to the complaint raised.
- New types of harassment procedure.
- Lectures on human rights to be organized.



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Minutes of the meeting held on November 29, 2021 by ICC

A virtual meeting held on 29 th November, 2021.

The ICC took a step towards conciliation at the request of the complainant which took place on 20th August, 2021. In last meeting held after that incident it was decided that if the accused student is found to be involved in the crime in future again, a strict action against him will be taken. This is a sigh of relief and satisfaction that after that incident no cases of harassment had been reported in the college premises.

The link of the meeting:
https://teams.microsoft.com/join/18%3ameeting_YWY9MLMh2Tj2TJwN00ZvLWwNTq0G10ZTRm-DGNh-0SE2%40?readv2=0&context=%7b%22t%22%3a%220e7a665b-3e45-4b31-8a0c-9ba740027c57%22%2c%2201c3%22%3a%22697a0356-77ef-4eb2-bf73-608c9306a823%22%7d

Members present:

1. Dr. Jays Maji, ICC Chair-Person
2. Dr. Sanjukta Bhattacharyya, IQAC co-ordinator. *SB*
3. Niladri Bhattacharya, Member
4. Dr. Rajrupa Mitra, Member *Rajrupa*
5. Dr. Hrishita Gupta Bakshi, Member
6. Dr. Krishnanka Shekhar Guyan, TCS *K. S. Guyan*
7. Sandipan Sarkar, Member *S*
8. Sandipan Nath, Student GS

Jays Maji
ICC Chair-Person

Principal
PRINCIPAL
Raja Peary Mohan College
Uttarpara, Hooghly

MEETING NOTICE FOR 29-11-2021

MEETING MINUTES FOR 29-11-2021

MAJOR HIGHLIGHTS OF THE MEETING:

- Resolve of complaint with complete satisfaction.



RAJA PEARY MOHAN COLLEGE

1, Acharya Dhruba Pal Road,

Uttarpara, Hooghly, West Bengal, Pin- 712 258.

Tel No.: (033)2663-0191, Mob: 7074292263


Website: <https://www.website.rpmcollege.edu.in/>, e-mail: rajapearymohancollege@gmail.com

ISO Certified

Ref.: _____

Date: _____

FOR THE SESSION 2022-2023



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Minutes of the meeting held on July 22, 2022 by ICC

A review was made and it was confirmed that no incidence of sexual harassment took place in the college premises.
The committee decided to hold further meetings in regular interval to review situations.

Members present:

1. Dr. Jaya Maji, ICC Chair-Person
2. Dr. Sanjukta Bhattacharyya, IQAC co-ordinator *22/7/22*
3. Niladri Bhattacharya, Member
4. Dr. Rajrupa Mitra, Member *Rajrupa*
5. Dr. Hrishita Gupta Bakshi, Member
6. Dr. Krishnanka Shekhar Gayan, TCS *K. S. Gayan*
7. Sandipan Sarkar, Member
8. Sandipan Nath, Student GS

Jaya Maji
ICC Chair-Person

Krishnanka Shekhar Gayan
PRINCIPAL
Raja Peary Mohan College
Uttarpara, Hooghly

MEETING NOTICE FOR 22-07-2022

MEETING MINUTES FOR 22-07-2022

MAJOR HIGHLIGHTS OF THE MEETING:

- To conduct review meetings periodically.



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