



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)

ANNUAL REPORTS

SESSIONS:

- a) 2018-2019
- b) 2019-2020
- c) 2020-2021
- d) 2021-2022
- e) 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 workplace is a punishable offence

Internal Complaints Committee

We have a
ZERO
TOLERANCE
POLICY ON
Sexual
Harassment



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YEAR WISE COMPLAINT CONTENTS & ANNUAL REPORT

S. No	Year wise Content	No. of Complaints appealed	No. of Complaints addressed
1	2018-2019	0	0
2	2019-2020	0	0
3	2020-2021	0	0
4	2021-2022	1	1
5	2022-2023	0	0



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ICC ANNUAL REPORT FOR THE SESSION 2018-2019

Internal Complaints Committee carried out a massive awareness drive to reach all the students and staffs present in the college and aware about the presence of the Committee and their role in safeguarding and providing a safe and healthy work environment within the college campus. The members went to the students and made them aware that anything that leads to sexual harassment as per the policy document will be shown zero tolerance by the college authority. The students and staffs were also made aware about the redressal procedure. The committee pledged to stand firm for providing a safe environment. It was also confirmed that care will be taken to see that complainant; witnesses and the harasser does not face victimization and discrimination during the process of enquiry. Everything will be kept confidential. In fact for maintaining the secrecy and easy reach to ICC online and offline modes of complain register was made available to students like:

- Mail can be emailed directly to : iccrpmc@gmail.com
- Written applications can be directly handed over to any member of ICC.

Two meetings were held by ICC this session which included the major agendas to be fulfilled like Constitution Preparation Of ICC for Raja Peary Mohan College (Policy document) preparation, Redressal Mechanism, Invitation of an External Member for the committee etc. ICC recorded zero complaints this year.



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MEMBER OF INTERNAL COMPLAINTS COMMITTEE OF RAJA PEARY MOHAN COLLEGE

For The Period : 2018-2019



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RESOLUTION OF THE INTERNAL COMPLAINTS COMMITTEE

Extracts of the resolution adopted in the meeting of the Governing Body held in Principal Room chamber on 10/10/2018

DETAILS OF THE INTERNAL COMPLAINTS COMMITTEE

It was resolved that the names of the following members for the newly constituted Internal Complaints Committee as proposed by the Principal be accepted and will come into effect from 1st November, 2018

Names	Designation
DR. SANJUKTA BHATTACHARYYA	CHAIRPERSON
MR. NILADRI BHATTACHARYA	MEMBER
DR. HRISHITA GUPTA BAKSHI	MEMBER
DR. KRISHNANKA SEKHAR GAYEN	MEMBER
MR. SANDIPAN SARKAR	MEMBER
MS. JHUMA DHARA	MEMBER
STUDENTS REPRESENTATIVE	MEMBER


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- The landmark judgment of Supreme Court of India in August 1997 (Vishaka & Others vs. the State of Rajasthan & others) stated that every instance of sexual harassment is a violation of “Fundamental rights” under Article 14, 15 and 21 of the Constitution of India, and amount to a violation of the “Right to Freedom” under Article 19(1) (g). and about
- 2013 the Government of India notified the “SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (PREVENTION PROHIBITION AND REDRESSAL) ACT, 2013” from April 2013 published in “THE GAZETTE OF INDIA” -NEW DELHI, TUESDAY, APRIL, 23, 2013/ VAISAKHA 3, 1935 (SAKA).

In fact for maintaining the secrecy and easy reach to ICC - online and offline modes of complain register was made available to students like:

- Mail can be emailed directly to: iccrpmc@gmail.com
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Mrs. Manidipa Ghosh, Deputy Director, of Anjali Mental Health Rights Organisation, was formally invited by Principal Sir to serve as the external member of Internal Complaints Committee of Raja Peary Mohan College, which was accepted by her. Two meetings were held by ICC this session which included the major agendas to be fulfilled like informing students about ICC through designated induction program. ICC recorded zero complaints this year.



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MEMBER OF INTERNAL COMPLAINTS COMMITTEE OF RAJA PEARY MOHAN COLLEGE

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ICC ANNUAL REPORT FOR THE SESSION 2020-2021

This year class campaign was impossible due to Covid-19. However, students and staffs were tried to be made aware through webinar arranged on MS Team Platform. A Webinar on “Sexual Harassment during covid 19 pandemic” has been organized by the Internal Complaints committee (ICC) in collaboration with IQAC, Raja Peary Mohan College, Uttarpara, Hooghly on 24 th July, 2020 at 3:00 PM on MS-Teams platform. The main spirit in conducting the webinar was to inculcate awareness against sexual harassment in the context of the Covid 19 pandemic and possible precautionary measures that might be taken.

Over 100 participants attended the meeting through Ms-teams platform and more than 679 people followed the event through YouTube live. Dr. Debo Shruti Roychowdhury, Dean of Student Affairs, Ashoka University was invited speaker for the webinar. Students was also informed about

- The landmark judgment of Supreme Court of India in August 1997 (Vishaka & Others vs. the State of Rajasthan & others) stated that every instance of sexual harassment is a violation of “Fundamental rights” under Article 14, 15 and 21 of the Constitution of India, and amount to a violation of the “Right to Freedom” under Article 19(1) (g). and about
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- And about Mailing directly to: iccrpmc@gmail.com for registering online complain.

Two online meetings were held by ICC in this session and zero complains were recorded.



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ICC ANNUAL REPORT FOR THE SESSION 2021-2022

Initial campaigns were impossible due to covid restrictions still prevailing. However, the starting of this session marked with a complain lodged, Obscene WhatsApp message by a student to a student - 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 Bhattacharjee.

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.**

This year notified us that Virtual harassment was a big problem all over the world, and it was growing fast. In view of that ICC pledged to conduct awareness programmes from time to time among the students/employees.

Later after opening of the college post covid restrictions an awareness campaign was organised named **WORKSHOP On Women's rights are human rights** on 7 th April 2022. In a society where some conservative mind still thinks woman as a person who is meant for domestic work, where workplaces are not completely secure, general awareness on "gender equality" and "basic human rights" is essential to educate the young minds and newcomers as they are the future of our society. Mr. Asoke Kumar Dey was the invited speaker of the workshop (senior advocate at Chandan Nagar court.) for a friendly discussion with our girl students and he was assisted by Ms. Karabi Das, a junior advocate at Chandan Nagar Court.

This year three meetings were organised and one complaint successfully dealt with.



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ICC ANNUAL REPORT FOR THE SESSION 2022-2023

This session started with new Internal Complaints Committee reconstituted with new members and new Chairperson – Dr. Jaya Maji as per GB resolution dated 05-04-2022. ICC carried out a massive awareness drive according to proper schedule and slots during the Induction Program as per direction from IQAC, Raja Peary Mohan College to reach all the students and staffs present in the college and aware about the presence of the Committee and their role in safeguarding and providing a safe and healthy work environment within the college campus. Students was informed about

- The landmark judgment of Supreme Court of India in August 1997 (Vishaka & Others vs. the State of Rajasthan & others) stated that every instance of sexual harassment is a violation of “Fundamental rights” under Article 14, 15 and 21 of the Constitution of India, and amount to a violation of the “Right to Freedom” under Article 19(1) (g). and about
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- Our zero-tolerance attitude towards any such incident.
- Redressal procedure for students both online and offline mode.

Later in the second half of the session marked an awareness program on “ Gender Stereotype” organized by ICC on 20-05-2023 where three short videos was screened :

- a) “Gender Equality **SHORT FILM Right Parenting**” : [LINK TO YOUTUBE VIDEO](#)
- b) “Ladke rote nehi” : [LINK TO YOUTUBE VIDEO CLICK HERE](#)
- c) “Gender Identity” [LINK TO YOUTUBE VIDEO CLICK HERE](#)

This year three meetings were organised and no complaints registered.



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MEMBER OF INTERNAL COMPLAINTS COMMITTEE OF RAJA PEARY MOHAN COLLEGE

For The Period : 2022-2023

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Subject: G. B. Resolution
Formation of New Internal Complaints Committee w. e. f. 05/04/2022

In pursuance of UGC Regulations, and POSH Act, 2013 Internal Complaints Committee (ICC) of Raja Peary Mohan College is re-constituted as under to deal with the complaints relating to Sexual harassment at work place. In terms of G.B resolution dated 05/04/2022 the Committee shall consist of the following members w. e. f. 05/04/2022

The Internal Complaints Committee maintains a fair and strict enforcement of discipline, accountability, credibility and zero tolerance policy of this institution. Sexual harassment is an offence and strictly prohibited in the college premises. This cell ensures that no student/employee faces any mental or physical harassment in the college premises.

Details of Internal Complaints Committee

Name	Designation	Designation	Contact No	Email ID
Jaya Maji	Chairperson	Asst. Prof.	9830890065	iccrpmc@gmail.com
Dr. Sanjukta Bhattacharya	Member, IQC co-ordinator	Associate Prof.		
Niladri Bhattacharya	Member	Associate Prof.		
Rajrupa Mitra	Member	Associate Prof.		
Hrishita Gupta Bakshi	Member	Associate Prof.		
Krishnanka Shekhar Gayan	Member, Asst. IQAC co-ordinator	Asst. Prof.		
Sandipan Sarkar	Member, TCS	Asst. Prof.		
Poly Roy Konar	Member	Lab assistant		
Samir Purkait	Member	Office staff		
Mandipa Ghosh	External Member	CWC, Chairperson, Uttarpara, Hooghly, POSH member		

Name	Designation	Contact No	Email ID
Sandipan Nath	Students GS		
Female student	Representative		

Date: 05.04.2022

Signature of Principal with Seal _____

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