



Govt. of West Bengal

Office of the Principal

Government General Degree College, Nakashipara

Muragachha, Nadia, Pin - 741154

PhoneNo.:03474-268008web: <https://muragachhagovtcollege.in/> e-mail: mgnadia2015@gmail.com

Ref. No

Date :

14/6/19

ICC formation

Core Committee

1. Dr. Biswajit Saha 14/06/2019 [Teacher, Bd. Officer - in charge]
2. Bhadr- Binayak Chanda 14/06/19 [Senior College Teacher]
3. Dr. Chandana Chakraborty 14/6/19
4. Bires Bires 14.06.19 [Convenor, Gender Sensitisation Committee]
[Member, Core Committee]
5. Nivedita Chakraborty (Dutta) 14-06-19 [Presiding Officer ICC]
6. Anurag Saha 14.06.19 [Advocate, Krishna District Court]
7. Oishwarya Saha Bèl 14.06.19 [Advocate, Krishnagar District Court]
8. Natasha Kama 14/6/19, [Member, Core Committee]

Officer-in-Charge
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Internal Complaints Committee

Objectives of ICC:

The objectives of the Internal Complaint Committee to Prevent Sexual Harassment of Women at the Workplace are as follows:

- To develop a policy against sexual harassment in the college premises.
- To take necessary steps to implement the policy.
- To develop proper and easy mechanism to report the complaints and timely disbursement of the matter.
- To create a safe physical and social environment in the college for women.
- To devise a mechanism to prevent any kind of gender based violence in the college.

Background & Rationale:

The constitution of India ensures the right of a woman to gender equality under Article 14, also Article 21 provide right to life and live with dignity. These two fundamental rights enshrined in our constitution forms the basis of any act against sexual harassment.

The **Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) (PoSH) Act, 2013** is a legislation enacted by the Government of India in 2013 to address the issue of **sexual harassment** faced by women in the workplace. The Act aims to create a **safe and conducive work environment** for women and provide protection against sexual harassment. The **PoSH Act** defines sexual harassment to **include unwelcome acts such as physical contact and sexual advances, a demand or request for sexual favours, making sexually colored remarks, showing pornography**, and any other unwelcome physical, verbal, or non-verbal conduct of a sexual nature.

The Internal Complaints Committee (ICC) of Government General Degree College, Muragachha has been set up according to the guidelines of the PoSH Act, 2013. However, ICC was set up not only to deal with complaints of sexual harassment of women in the workplace but also to focus on creating awareness, counseling and educating about gender issues.

Jurisdiction:

The policy and the rules & regulations would apply to all students, faculty, and nonteaching staffs on active roles and also apply to service providers and outsiders who may be within the territory of the Government General Degree College, Nakashipara.

Composition:

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ICC of Government General Degree College, Nakashiparahas a membership of eight (08) persons, of which half the members (04) are women. Chairperson of the Committee is a woman faculty member. Also it comprises of two (02) external members.

Chairperson:

Dr Nivedita Dutta Chakraborty

Associate Professor in Bengali

Members:

- **Dr. BiswajitSaha** (Assistant Professor in Mathematics)
- **Mr. Bivas Biswas** (Assistant Professor in History)
- **Dr. BinayakChanda** (Assistant Professor in Education)
- **Dr. ChandanaChakraborty** (Assistant Professor in Bengali)
- **Mrs. OishwaryaSaha Bit** (Advocate, Krishnagar District Court, External member)
- **Mrs. Natasha Lama** (Assistant Professor in Pol. Sc.)
- **Mr. Subinay Ghosh** (Advocate, Krishnagar District Court, External member)

Power and Duties of the Committee:

The role of the Committee is to create awareness about sexual harassment and to deal with and recommend punishment for non-consensual acts of sexual harassment. The committee is NOT to act as a moral police; neither will it intrude on anyone's privacy.

A. Preventive

To create and ensure a safe environment that is free of sexual harassment.

B. Gender Sensitization

Gender Sensitization involves creating awareness about issues of gender and sexuality.

C. Remedial

The mechanism for registering complaints should be safe, accessible, and sensitive.

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Govt. General Degree College, Nakashipara
Muragachha, Nadia

Chandana Chakraborty

Convener

Officer in Charge

Government General Degree College Muragachha

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Gender Sensitization Committee Against Sexual Harassment

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Muragachha, Nadia