



Govt. of West Bengal
Office of the Principal

Government General Degree College Muragachha

Muragachha, Nadia, Pin – 741154

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

Ref. No

Date :

ICC Report of academic year 2019-2020

As per DPI letter (memo no –ED-/2019-514A) dated 08/03/019 Our institute Government General Degree College Muragachha is going form ICC under the committee Gender Sensitization against Sexual Harassment. On 12th April, 2019 our college arranged a meeting in principal chamber. The members of the said committee Dr. Nivedita Dutta Chakraborty, Sri Bivas Biswas, Ms. Natasha Lama, and Convener Dr. Chandana Chakraborty are meet together in principal's chamber in the presence of honorable officer-in charge Dr. Tapas Chandra Saha.

In this meeting all the members have took some decision about formation of ICC. As Dr. Nivedita Dutta Chakraborty is the senior most woman working person, she will be nominated as presiding officer of this institute. ICC will form as per Bishakha Guideline.

A meeting of 'Gender Sensitization Committee against Sexual Harassment' held on 13th May, 2019 at principal chamber. All members of said committee have presented here. To form ICC Cell in this college, authority has been taken a decision to involve Mr. Subinay Ghosh, Senior Advocate of Krishnagar District Court and Mrs Oishwariya Saha Bit, Advocate, Krishnagar District Court as an external member of ICC cell and also a legal adviser as per Bishakha guideline regulation.

Presence of Dr. Biswajit Saha (TCS), Dr. Binayak Chanda, Mr. Bivas Biswas, Dr. Nivedita Dutta Chakraborty, Mr. Subinay Ghosh, Mrs. Oiswariya Saha Bit, Ms. Natasha Lama and Dr. Chandana Chakraborty ICC has formed in Government General Degree College Muragachha followed by the Bishakha Guideline.

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 disbursal of the matter.
- To create a safe physical and social environment in the college for women.


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- To device 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, Muragachha.

Composition:

ICC of Government General Degree College, Nakshipara has 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.


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Chairperson:

Dr Nivedita Dutta Chakraborty

Associate Professor in Bengali

Members:

- **Dr. Biswajit Saha** (Assistant Professor in Mathematics)
- **Mr. Bivas Biswas** (Assistant Professor in History)
- **Dr. Binayak Chanda** (Assistant Professor in Education)
- **Dr. Chandana Chakraborty** (Assistant Professor in Bengali)
- **Mrs. Oishwarya Saha 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 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.

D. Awareness Programmes:


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An awareness programme and seminar on ‘Gender Sensitization against sexual harassment and how to prevent’ has organised on 18th December 2019 at 12pm at seminar-2 hall. All the students of each semester, Teachers and non-teaching staffs are attained in the said programme. Convener of this said committee Dr. Chandana Chakraborty delivered lecture about ‘Sexual harassment in workplace’.

E. Cases Received and Disposed:

No cases received during this academic year.

F. Challenges and lessons learned:

Delay in receiving response from witnesses and parties involved

Difficulty in balancing confidentiality with transparency

Importance of regular communication with stakeholders

Need of enhanced training for committee members.

G. Recommendations and Suggestions:

Establish a clear timeline for investigations and case resolutions

Develop a comprehensive training program for students and staff on ICC procedures and policies.

Increase awareness campaigns to reach a wider audience.

H. Conclusion:

The ICC remains committed to creating a safe and inclusive campus environment. We acknowledge the challenges faced and are dedicated to continuous improvement. We appreciate the support of the college administration and the trust placed in us by the students and staff.


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