



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: [mgnadiah2015@gmail.com](mailto:mgnadiah2015@gmail.com)

Ref. No .....

Date : .....

### ICC Report of academic year 2021-2022

As per DPI letter (memo no –ED-/2019-514A) dated 08/03/19 Our institute Government General Degree College Muragachha has formed ICC under the committee Gender Sensitization against Sexual Harassment. On 12<sup>th</sup> 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.

All members of ICC unit of Government General Degree College Muragachha have been gathered in an online meeting of Gender Sensitization Committee against Sexual Harassment hold on 25<sup>th</sup> September at 2.00 p.m. Honorable senior advocate Mr. Subinay Ghosh (Krishnagar district court) and advocate Mrs. Oishwariya Saha Bit (Krishnagar District Court) have enlightened our online meeting. Therefore, respected T.C.S and other respected members of the said committee attended the virtual meeting.

Our ICC virtual meeting as notified at 27<sup>th</sup> September 2021. All committee members' including internal and external both were attained here. Our honorable Officer-in-Charge, Our T.C.S, Preceding officer ICC and other respected members were presented here.

On 4<sup>th</sup> October 2021 Monday ICC arranged an awareness program for all students of Government General Degree College Muragachha. All department requested to talk about the importance of this awareness program and say about must present the online program to their students. Honorable senior advocate Mr. Subinay Ghosh (Krishnagar district court) and advocate Mrs. Oishwariya Saha Bit (Krishnagar District Court) delivered lecture about sexual harassment issues in work place and Institute. The entire program screened and ran on through online mode.

Leaflet has pasted on college website, contact details of ICC members have given there.

  
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### 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.

  
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### 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.

### Chairperson:

**Mrs. Gargee Sarkar**

Assistant 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 a moral police; neither will it intrude on anyone's privacy.

  
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### 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:

A virtual awareness programme and seminar on 'Gender Sensitization against sexual harassment and how to prevent' hold on 4th October 2021 at 7p.m in evening. All the students of each semesters, Teachers and non-teaching staffs attained the said programme. Honorable senior advocate Mr. Subinay Ghosh (Krishnagar district court) and advocate Mrs. OishwariyaSaha Bit (Krishnagar District Court) delivered lecture about sexual harassment issues in work place and Institute, law and regulations of women empowerment etc. This said meeting holds through online mode in Google meet platform. Link delivered to all whatsapp student groups. This meeting was organized by ICC Cell collaboration with IQAC.

### 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.

  
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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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