



Internal Complaint Committee of Chatra Ramai Pandit Mahavidyalaya

The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 was implemented by the Ministry of Women and Child Development Government of India. The Ministry of Human Resource Development via notification dated 2nd May, 2016 made University Grants Commission (Prevention, Prohibition and Redressal of Sexual Harassment of women employees and students in higher educational institutions) Regulation, 2015. It is a comprehensive legislation to provide a safe, secure and enabling an environment, free from sexual harassment to everyone.

Under the Posh act, an employer is legally required to comply with certain statutory requirements. One of these is the Constitution of an Internal Complaint Committee, a body envisaged to receive complaints on sexual harassment at the workplace from an aggrieved woman, as well as to inquire into and make recommendations to the employer on the action required pursuant to its inquiry of such complaint mode.

UGC Regulation states the responsibilities of HEIs to act decisively against all gender-based violence against employees and students of all sexes and to reinforce its commitment to creating its campus free from discrimination, harassment, retaliation and any form of sexual assault.

As directed by the Higher Education Authority, the Internal Complaint Committee (ICC) for the Prevention and Redressal of Complaints of Sexual Harassment at Workplace (Prevention, Prohibition and Redressal) was thus constituted in our College as per Posh Act 2013 as on 29.09.21.

Functions of ICC:

- To prevent sexual harassment at workplace.
- To prevent discrimination and sexual harassment against girls by promoting gender amity among students and employees.
- To make recommendations to the administration to lay down the procedures for the prohibition, resolution and prosecution of acts of discrimination and sexual harassment by the student and the employee.

- To deal with the cases of prosecution and sexual harassment of a women employee in a time bound manner aiming at ensuring support services to the victim and termination of harassment.
- To recommend appropriate punitive measures against guilty party.
- To conduct periodical programmes on women empowerment.
- To provide conducive environment and congenial atmosphere for women.

ICC Committee Composition

Sl. no.	Name	Designation	Position
1	CELINA FELIX	Assistant Professor	Presiding officer
2	NELI MUKHERJEE	Assistant Professor	Internal Member
3	ANTARA KAMLEY	Assistant Professor	Internal Member
4	SAMBHUNATH NANDI	Clerk	Internal Member
5	SOMOTA RUIDAS	Cashier, Bahumukhi Samabaya Samiti, Lego Gram Panchayat	External Member
6	SATHI KUNDU	Student Representative	Undergraduate student Member
7	RIYA DAS	Student Representative	Undergraduate student Member




 Principal,
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