



# CHAKDAHA COLLEGE

P.O.- Chakdaha, Dist.- Nadia, Pin.- 741222

Re-accredited B+ by NAAC :: Affiliated to University of Kalyani

Website: [www.chakdahacollege.ac.in](http://www.chakdahacollege.ac.in) :: E-mail: [chakdahacollege1972@gmail.com](mailto:chakdahacollege1972@gmail.com)

Mobile & WhatsApp No. +91-8967300985, Land Line Number: 03473-352863

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## Internal Complaints Committee

## Annual Report

## 2022-23

## **Internal Complaints Committee (ICC)**

ICC has been constituted as per the 'Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013' as passed by the Parliament of India to provide protection against sexual harassment of women at workplace and redressal of associated complaints. This committee shall address sexual harassment issues faced by girl students/women staff inside the college premises. The committee is functional with the following members

### **Committee for Prevention of Sexual Harassment (Academic Year 2022-23)**

<b>ICC Members</b>
Dr. Swagata DasMohanta, Principal, Chakdaha College
Smt. Suparna Sarkar, Convener
Dr. Aparna Bandyopadhyay, Associate Professor, Department of History, Diamond Harbar Women's University
Smt. Mita Paul, Deputy Lecturer-in-Charge, JRSET College of Law
All the Teaching and Non-Teaching Female Staff of Chakdaha College
Two Female Students' Representative

### **Objectives**

1. To prevent and address incidents of sexual harassment within the college.
2. To create an environment where individuals feel safe to report incidents of sexual harassment without fear of victimization.
3. To ensure compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013.
4. To promote gender equality, dignity, and respect for all members of the college community.
5. To provide support and assistance to victims of sexual harassment

### **Mechanism for Submission of complaints**

An aggrieved person who is experiencing sexual harassment may follow the steps given below for redressal:

- Directly communicate to the harasser that he/she considers the behaviour inappropriate and that the conduct is unwelcome and wants it to stop. This must be stated very firmly and clearly.
- If the harassment persists, the aggrieved may report the situation to his/her Programme Coordinator/HoD/Principal respectively.
- The employee/student shall use the complaint mechanism and file a written complaint/ e-mail to the chairperson of the Committee for POSH.

## **Action Taken Report: 2022-23**

- ❖ For this session 2022-23, Smt. Suparna Sarkar, Assistant Professor of Sanskrit, took charge of the convenor of this committee and the committee ensured that there was no sexual harassment on campus.
- ❖ The committee submitted a detailed report of the programs conducted on the previous session to the college administration.
- ❖ The committee took initiatives and collaborated with women's cell of the college to organize a certificate or add-on course on women's studies. Dr. Sabina Jesmin, convenor of the women cell, Chakdaha College took charge of the course coordinator. Details of this program was given in events on the website.

Suparna Sarkar.  
Convenor of ICC  
Chakdaha College.



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## Internal Complaints Committee Annual Report 2021-22

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### **Committee for Prevention of Sexual Harassment (Academic Year 2021-22)**

<b>ICC Members</b>
Dr. Swagata DasMohanta, Principal, Chakdaha College
Dr. Shibani Ray Mandal, Convener
Dr. Aparna Bandyopadhyay, Associate Professor, Department of History, Diamond Harbar Women's University
Smt. Mita Paul, Deputy Lecturer-in-Charge, JRSET College of Law
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### **Mechanism for Submission of complaints**

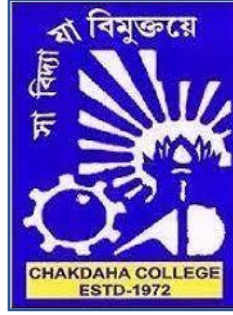
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- If the harassment persists, the aggrieved may report the situation to his/her Programme Coordinator/HoD/Principal respectively.
- The employee/student shall use the complaint mechanism and file a written complaint/ e-mail to the chairperson of the Committee for POSH.

## **Action Taken Report: 2021-22**

- ❖ For the session 2021-22, the internal complaints committee, led by Dr. Shibani Ray Mandal, Associate Professor of Bengali, proactively took steps to inform both staff and student representatives about the procedures available for reporting and addressing instances of sexual harassment and ensured that the campus is free from sexual harassment.
- ❖ No cases of sexual harassment were reported in this session.
- ❖ The committee has taken initiative and collaborated with Women's Cell of Chakdaha College to conduct programs related to women's rights and women empowerment.
- ❖ A program on women's empowerment and legal awareness was organized by the Women's Cell of Chakdaha College on 22.3.2022. This initiative aimed to raise awareness about women's rights and educate participants about the legal frameworks designed to empower women. Ms. Priyanka Malitha, Deputy Superintendent of IUCAW, served as the speaker for this program, delivering an impactful session that benefitted around 132 female students.
- ❖ On March 8, 2022, in collaboration with NCC and NSS, the Women's cell committee observed International Women's Day with a focus on women's empowerment, awareness of gender equality, and women's rights. The day included the felicitation of Ms. Supriya Talukdar, NCC cadet, for her outstanding performance in the NCC republic day camp, along with a series of karate sessions for female students to equip them with self-defence skills.

Shibani Ray Mandal.  
Convener of gce  
Chakdaha College.



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## Internal Complaints Committee

### Annual Report

2020-21



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### **Committee for Prevention of Sexual Harassment (Academic Year 2020-21)**

<b>ICC Members</b>
Dr. Swagata DasMohanta, Principal, Chakdaha College
Dr. Shibani Ray Mandal, Convener
Prof. Santosh Kumar Paul, Burdwan University
Dr. Afruja Khatun, Associate Professor, Surendranath College for Women
All the Teaching and Non-Teaching Female Staff of Chakdaha College
Two Female Students' Representative

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### **Mechanism for Submission of complaints**

An aggrieved person who is experiencing sexual harassment may follow the steps given below for redressal:

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- If the harassment persists, the aggrieved may report the situation to his/her Programme Coordinator/HoD/Principal respectively.
- The employee/student shall use the complaint mechanism and file a written complaint/ e-mail to the chairperson of the Committee for POSH.



## Action Taken Report: 2020-21

- ❖ For this session 2020-21, Dr. Shibani Ray Mandal, Associate Professor of Bengali, took charge of the convenor of this committee.
- ❖ No meeting of the committee took place during this session due to Covid and no cases of sexual harassment were reported in this session.

Shibani Ray Mandal.  
Convenor of gce  
Chakdaha College.



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## 2019-20

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### **Committee for Prevention of Sexual Harassment (Academic Year 2019-20)**

ICC Members
Dr. Swagata Das Mohanta, Principal, Chakdaha College
Dr. Sabina Jesmin, Convener
Smt. Sunanda Mukhopadhyay, Ex-Chairperson, West Bengal Commission for Women
Smt. Ratna Ghosh (Kar), Ex-Vice Chairperson, West Bengal Commission for Women
All the Teaching and Non-Teaching Female Staff of Chakdaha College
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- The employee/student shall use the complaint mechanism and file a written complaint/ e-mail to the chairperson of the Committee for POSH.

## **Action Taken Report: 2019-20**

- ❖ The committee reviewed and improved the existing mechanism of submission of complaints and ensured that the college campus is free from sexual harassment.
- ❖ No cases of sexual harassment were reported in this session.
- ❖ The committee submitted a detailed report of the programs conducted on the previous session to the college administration.

*Sabina Jesmin  
Convener of ICC  
Chakdaha College*



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## Internal Complaints Committee

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## 2018-19

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### **Committee for Prevention of Sexual Harassment (Academic Year 2018-19)**

ICC Members
Dr. Swagata Das Mohanta, Principal, Chakdaha College
Dr. Sabina Jesmin, Convener
Smt. Sunanda Mukhopadhyay, Ex-Chairperson, West Bengal Commission for Women
Smt. Ratna Ghosh (Kar), Ex-Vice Chairperson, West Bengal Commission for Women
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- The employee/student shall use the complaint mechanism and file a written complaint/ e-mail to the chairperson of the Committee for POSH.

## Action Taken Report: 2018-19

During the session 2018-19, the internal complaints committee, led by Dr. Sabina Jesmin, Assistant Professor of Philosophy, has taken various initiatives to execute the resolutions established in the committee meeting held on 19.9.2018.

- ❖ After reviewing the guidelines related to the prevention and redressal of sexual harassment within the college, the policy, functions, and responsibilities of the committee, was uploaded on the college website.
- ❖ Information about the committee members and a feedback mechanism for addressing sexual harassment issues within the college was made available online on the college website. It is also ensured that the confidentiality is reserved for any complaints. Notably, there were no reported cases of sexual harassment during this session.
- ❖ The committee has taken initiative and collaborated with Nari Sansad of Chakdaha College to conduct awareness programme.
- ❖ A women's safety awareness programme on March 8, 2019 was organized by the Nari Sansad of Chakdaha College. The objective of this event was to impart self-defence skills to female students, empowering them to protect themselves in the event of sexual harassment. The program was highly engaging, benefiting approximately 150 female students who participated.

*Sabina Jesmin  
Convener of ICC  
Chakdaha College*