



BEJOY NARAYAN MAHAVIDYALAYA

(GOVT. SPONSORED)
NAAC ACCREDITED

P.O. ITACHUNA, DIST. HOOGHLY, PIN - 712147

website : www.bnmv.ac.in * e.mail ID : bnmv2012@yahoo.in

Ref. No.

Date. 01.07.2023

POLICY AND ACTIVITY REPORT

The Women's Cell & Internal Complaints Committee (ICC):

Principal
Bejoy Narayan Mahavidyalaya
P.O. - Itachuna, Dt. - Hooghly.



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The Women's Cell & Internal Complaints Committee (ICC):

The Women's Cell at Bejoy Narayan Mahavidyalaya was established by the college's Governing Body in 2005 and has remained active since then. The cell consists of several women teaching faculty members, as well as local eminent personalities. Given the college's location in a remote area with a village ambience, the Women's Cell regularly addresses the issues faced by women students and creates awareness among them. The cell organizes seminars where eminent speakers, including social workers and legal advisors, answer relevant questions and provide guidance. Additionally, the cell supports women students in cases of sexual harassment, offering guidance and assistance. Although the cell does not have a dedicated physical space, there is a discreet "box" within the campus where written issues can be dropped.

As per UGC Regulations (Prevention, prohibition and Redressal of sexual harassment of women employees and students in higher educational institutions), 2015, it has been mandated that it is the duty of all employers to prevent as well as avert any kind of sexual harassment in campus and to offer resolution, settlement and prosecution of any sexual harassment acts, particularly following Vishakha guidelines (JT 1997 (7) SC 384), and take necessary steps as and when required so as to promote and develop a conducive academic environment and ensure respect and dignity of all stakeholders. In a notification dated 2 May, 2016 the University Grants Commission gave detailed regulations for the implementation of the PoSH Act within the campus. Bejoy Narayan Mahavidyalaya believes in gender justice on campuses and hence set down norms of respect, non-discrimination and the unacceptability of any abuse of power along with debate, discussions and dialogue. The college has established this cell to provide a safe and congenial atmosphere for the students and staff of the college. The objectives of the Women's Cell and ICC at this College are multifaceted. They aim to create awareness about women's rights and health, provide counseling and legal support to women stakeholders, build self-esteem and dignity among female students and employees, prevent sexual harassment on campus and its surroundings, organize programs on health, hygiene, counseling, and gender awareness, engage with gender issues, identify discriminatory attitudes or behaviors, promote gender awareness through dialogue, provide support for sharing anxieties and difficulties related to gender and sexuality, and conduct workshops and seminars on gender awareness and sensitization. The ICC follows a specific process for making a complaint, as outlined in the UGC Regulations.



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A. As per UGC guidelines & that approved by Bejoy Narayan Mahavidyalaya authority, the following terms are defined in this manner:

i) Gender Discrimination:

Sexual differences refer to the biological differences and gender differences are those that are socially or culturally constructed. The sexual and gender stereotypes are supported and promoted by those having sexist attitudes. Sexism refers to a prejudice or discrimination on the grounds of sex, particularly against women. It is an attitude or mindset that exercises male control over female, headship for the man and subordination for women and such attitudes justifies discrimination and violence against women. Sexism restricts promotion of dignity and worth of women and denies their contribution to society, as well as makes their rights and opportunities conditional, which results in vulnerability. Discrimination also occurs in workplace which includes denial of employment to women due to women's reproductive role, or rigidity in attitude which may hinder the reproductive role of women (such as non-flexible work hours & timings, denial for maternity leave etc)

ii) Sexual harassment:

'Sexual harassment' means 'an unwanted conduct with sexual undertones if it occurs or which is persistent and which demeans, humiliates or creates a hostile and intimidating environment or is calculated to induce submission by actual or threatened adverse consequences and includes any one or more or all of the following unwelcome acts or behaviour (whether directly or by implication)', namely,

1. Any unwelcome physical, verbal or non verbal conduct of sexual nature,
2. Eve teasing or gender based insults,
3. Forcible physical touch or molestation,
4. Demand or request for sexual favours,
5. Making sexually coloured remarks,
6. Showing pornography or other offensive/derogatory pictures, cartoons, pamphlets or sayings.
7. Jokes or taunts likely to cause awkwardness or embarrassment.

Sexual harassment may also indicate implied or explicit promise of sexual favours, or detrimental treatment in the conduct of work. It involves creating an intimidating offensive or hostile learning environment and humiliating treatment likely to affect the health, safety, dignity, or physical integrity of the person concerned.



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iii) Ensuring Gender Amity:

The key motto of Women's Cell and ICC is to ensure Gender Amity. Gender amity implies gender sensitivity and gender justice. Gender sensitivity refers to long-term awareness and insights into the state of other sex and gender and develops a non-judgmental & appreciative attitude to women. Gender justice implies ensuing non-hierarchical and non-discriminative perspective towards women.

B. Composition of ICC:

The college reconstituted the Internal Complaints Committee (ICC) in November 2016 on the basis of the UGC (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015, published in the Gazette of India, New Delhi, and Monday, May 2, 2016. Subsequently, in the light of the amendment vide Gazette notification issued on 9th May, 2016; the name has been changed to Internal Committee. Committee members have

been changed from time to time and the present composition (w.e.f July 2022) is as follows:



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1. Dr. Shalmali Chakraborty
Associate Professor
Dept of Chemistry

Presiding Officer
shalmali@bnmv.ac.in
shalmalichakraborty@yahoo.com
9836251302

2. Dr. Semanti Basu
Assistant Professor
Dept of chemistry

3. Mr. Pranab Kirtunia
Assistant Professor
Dept of Philosophy

4. Dr. Arindam Mondal
Assistant Professor
Department of Botany

5. Mrs. Khukomoni Talukdar
Assistant Professor
Dept. Of Philosophy

6. Smt Shampa Chakraborty
Non teaching Member

7. Smt Mahua Huin
Member, Panchayat Samiti

8. Student Representative



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C. Objectives of Women Cell & ICC:

1. To create awareness regarding women's rights and health attentiveness.
2. To offer counseling and alertness relating to legal issues to women stakeholders.
3. To build self esteem and develop sense of dignity among the girl students and female employees.
4. To check happening of sexual harassment at workplace and neighboring areas.
5. To organize programmes on health, hygiene, personal counseling and gender awareness.
6. To understand and progressively engage with issues of gender.
7. Identify discriminatory attitudes or behaviors towards female student/employee.
8. To initiate dialogue and promote gender awareness within the campus.
9. To provide support and create an environment for sharing anxieties, problems and difficulties faced by stakeholders on account of gender and sexuality.
10. To organize workshops/seminars at regular intervals relating to gender awareness and gender sensitization.

D. Rules and Procedures of ICC:

Meeting

1. The committee shall meet at least once in each semester or as deemed necessary. The minutes of all meetings are recorded.
2. The committee in collaboration with other associations shall organize programs for the gender sensitization of the campus through workshop, seminars, films shows, posters and others.
3. Disqualification of members or Chairperson will occur if the said person is found guilty or has any complaint against him/her against sexual harassment.

E. Process for making Complaint:

The ICC shall comply with the UGC Regulations (Prevention, prohibition and Redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015, for making a complaint and inquiring into the complaint in a time bound manner.

1. An aggrieved person is required to submit a written complaint to the ICC within three months from the date of the incident and in case of a series of incidents within a period of three months from the date of last incident.
2. In case where such complainant cannot be made in writing, the Presiding Officer or any member of the ICC shall render all reasonable assistance to the person for making the complaint in writing.



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3. In case where the aggrieved person or the victim is unable to make a complaint on account of physical or mental incapacity or death, the victim's friends' or colleague or relatives or co-student or any other associate of the victim may file the complaint in such situations.
4. The victim or any stakeholder may lodge/file a complaint through email of the Presiding Officer

F. Punishment and Compensation:

If any employee is found guilty of sexual harassment, he/she shall be punished in accordance with the service rules of Department of Higher Education, West Bengal.

In case a student is found guilty of sexual harassment of any kind, the College may,

1. Withhold privileges of the student such as access to the library, auditorium, and halls of residence, transportation, scholarships, allowances and identity card.
2. Suspend or restrict entry into the campus for a specific period.
3. Expel and strike off name from the institutional roll, including denial of readmission, if the offence so warrants.
4. Award reformatory punishments like mandatory counseling, and, or performance of community services.

In special cases, the aggrieved person is also entitled to a payment of compensation. The Principal of the College shall issue directive of payment of the compensation recommended by the ICC, which may be recovered from the offender. The compensation payable shall be determined on the basis of:

1. Mental trauma, pain, suffering and distress caused to the aggrieved person.
2. The loss of career opportunity due to the incident of sexual harassment.
3. The medical expenses incurred by the victim for physical, psychiatric treatment.
4. The income and status of the victim.
5. The feasibility of such payments in lump sum or in installments.