



Internal Complaint Committee



About the Committee

Bejoy Narayan Mahavidyalaya is a coeducational institution where men and women work together in a congenial atmosphere. The Internal Complaint Committee of this college is headed by a senior female faculty of the institute. ICC meets on a need basis to address any complaints from students, teaching and nonteaching members and takes necessary action. The College has a zero-tolerance policy towards any such transgression. The college is committed to providing a safe and conducive work and academic environment to students and its employees and is extremely alert to matters pertaining to any kind of harassment and gender sensitivity.

The Internal Complaint Committee (ICC) is constituted as per the POSH Act Number 14 of 2013. Previously the Committee was referred as Redressal of Sexual Harassment Cell which has been formed back in 2010. Henceforth it will be redefined as Internal Complaint Committee.

PROCEDURE FOR FILING A COMPLAINT WITH ICC

- Sexual Harassment complaints must be hand-written or typed on paper.
- The nature of the complaint, as well as dates and locations, should be fully specified.
- As per stipulation of the Act the aggrieved person can make the written/typed complaint to HOI within a period of three months from the date of incident and in case of a series of incidents, within a period of three months from the date of last incident.
- The complaint must not be anonymous.

VISION & MISSION

- To receive any grievance/complaint from students/staff regarding sexual harassment.
- To investigate the case based on the above mentioned complaints relating to sexual harassment.
- To conduct a systematic inquiry on receiving any complaints from aggrieved students/staff and submit a detailed report to the undersigned for suitable action.
- To ensure confidentiality in the proceedings as well as in keeping records.

TIMELINE AS PER THE ACT#

Submission of the complaint	Within 3 months of the date of the last incident
Notice to the respondent	Within 7 days of receiving copy of the complaint
Completion of inquiry	Within 90 days
Submission of report by ICC/LCC to employer/DO	Within 10 days of completion of the inquiry
Implementation of recommendation	Within 60 days
Appeal	Within 90 days of the recommendations

Vishakha Guidelines





ICC Committee Composition

Bejoy Narayan Mahavidyalaya

1. Dr. Shalmali Chakraborty
Associate Professor
Dept of Chemistry

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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

Activities

1. Anti-sexual harassment posters have been designed and displayed at our campus.
2. Awareness program for the students held in the college premises.

Gallery:



