

NAME OF THE COLLEGE	DATE OF FORMATION OF THE INTERNAL COMPLAINT COMMITTEE (ICC)	NAMES OF THE MEMBERS OF ICC WITH DESIGNATION
RANAGHAT COLLEGE	24.09.2021	<p>Presiding Officer : Dr. Abarna Mukherjee, Associate Professor</p> <p>Member :</p> <ol style="list-style-type: none"> 1. Dr. Sulagna Gupta Bhaya, Assistant Professor 2. Dr. Suparna Kundu Chatterjee, Assistant Professor 3. Dr. Anindita Neogi, Assistant Professor 4. Dr. Sirajul Islam, Associate Professor 5. Dr. Anindya Biswas, Assistant Professor <p>External Member: Sharmila Ghosh Barman, Retired Assistant Teacher, Ranaghat Debnath Institution for Girls</p>

Report of Internal Complaints Committee

Objective: Following the policy of the government and the guideline of UGC, an Internal Complaints Committee has been constituted in Ranaghat College with the purpose to deal with the case of sexual harassment and take necessary steps to prevent it..

Formation of the Committee: The Internal Complaints Committee of college is presently headed by Dr. Abarna Mukhopadhyay, Presiding Officer of the committee and HOD of Department of Geography, some senior members of teaching staff and the representative of students. As mentioned in the guideline of UGC, most of the members of the committee are women.

Activity: The members of the committee remain watchful to prevent the incidents of sexual harassment. They hold meeting from time to time to adopt measures for the prevention of sexual harassment in the campus. The committee serves the purpose of ensuring secure atmosphere for female students and staff of college. The committee provides an open platform to female learners and staff to launch their complaints without hesitation and ensures the security and confidentiality of complainants.

Measures adopted by the committee: Following measures have been taken by the the committee:

- a. It organizes awareness program for learners informing them about the existence of ICC in college and the way to launch complaint.
- b. It holds counseling of female learners and staff at times to make them cautious of sexual harassment in the campus
- c. It makes arrangement for placing posters and banners displaying zero tolerance of sexual harassment in different spots inside the campus
- d. It intervenes immediately whenever required to solve the issue either through counseling or adopting punitive measures

Complaints lodged and action taken by the committee:

No serious case of sexual harassment has been lodged so far. However, some complaints regarding indecent gesture and online harassment were brought into the notice of the committee. The members of the committee talked to complainants and the offenders individually. Those offenders admitted fault and begged pardon. They were warned against the repetition of such undesirable activity. The committee solved all the issues through counseling.