

MURSHIDABAD ADARSHA MAHAVIDYALAYA

ISLAMPUR, MURSHIDABAD

ICC Cell

As sexual harassment results in violation of the fundamental rights of a woman to equality as per Articles 14 and 15 and her right to live with dignity as mentioned under Article 21 of the constitution, the Government of India enacted the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. This act was an extension of the Vishaka Guidelines that acknowledged Sexual Harassment at the workplace as a Human rights violation.

In pursuance of the University Grants Commission (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015 that read with Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 the institute set up an Internal Complaints Committee (ICC) on 15.06.2017.

Role Of ICC:

- 1. To register/address complaints of sexual harassment and assist any victims to protect their dignity in the institution**
- 2. To take sensible measures towards sensitisation of the students, staff and faculty members on gender issues.**
- 3. To conduct workshops, and activities on gender sensitization and types of sexual harassment among staff and students**
- 4. To ensure a safe environment for women employees and students through awareness programmes and poster**
- 5. To receive complaints and deal with them in an unbiased manner under the provisions of the POSH Act.**
- 6. Develop women's leadership skills through workshops and seminars**
- 7. To encourage transparent discussions with faculty members on gender issues and address complaints under the mentor-mentee system.**

Definition of Sexual Harassment:

- i. "Sexual harassment" includes "an unwanted conduct with sexual undertones" directly or indirectly, such as:**
 - i. any unwelcome physical, verbal or non-verbal conduct of a sexual nature**
 - ii. demand for a request for sexual favours**
 - iii. making sexually coloured remarks including jokes**
 - iv. physical contact and advance**
 - v. showing pornography in the form of paintings, films, books, pamphlets etc.**
- ii. Any behaviour that has explicit or implicit sexual undertones:**
 - i. Implied or explicit promise of preferential treatment in her employment**

- ii. **Implied or explicit threat of detrimental treatment in her employment**
- iii. **Implied or explicit threat about her present or future employment status**
- iv. **Interference with her work or creating an intimidating or offensive work environment for her**
- v. **Humiliating treatment is likely to affect her health or safety.**

In case of sexual harassment please contact:

Email at: mamcomplaints@gmail.com

Helpline No. : : **03481-236327**

For more information about the working of ICC please refer to

http://www.mam.ac.in/sexual_harrassment_icc.html

All complaints will be kept **CONFIDENTIAL**.

Process of making complaint and Inquiry:

The ICC complies with the procedure prescribed in these Regulations and the Act, for making a complaint and inquiring into the complaint within a time-bound manner. Confidentiality is maintained throughout the inquiry.

1. **The aggrieved person is required to submit the complaint within three months from the date of the incident without or with help from the Presiding Officer or any member of the Internal Committee in writing.**
2. **The ICC on receipt of the complaint sends one copy of the complaint to the respondent within seven days.**
3. **The respondent within ten days shall file the reply to the complaint along with a list of documents and names of witnesses**
4. **The inquiry has to be completed within ninety days from the receipt of the complaint. The inquiry report must be submitted within ten days of the inquiry's completion to the institution's head. Copies of findings are to be shared with both the parties of the complaint.**
5. **The head of the institution will act on the recommendations of the committee within thirty days from the receipt of the inquiry report.**

Useful Documents/Notices:

- [Visakha Guidelines](#)
- [Handbook on Sexual Harassment of Women at Workplace](#)
- [Rules under the Sexual Harassment of Women at the Workplace](#)
- [Sexual Harassment at Workplace Act:](#)

List of Internal Complaint Committee Members:

Smt Papia Biswas	Presiding Officer
Dr Swati Mollah	GB Member
Mousumi Singha	Teacher Member
Pooja Agarwal	Teacher Member
Arpana Subba	Teacher Member
Pronati Chattopadhyay	Teacher Member
Anusree Kundu	Teacher Member
Saraban Tohara	NTS Member
Jisan Iqbal Hossain	Legal Officer

GENDER SENSITIZATION ACTION PLAN

To ensure gender equality on the college campus and provide a safe environment for women employees and female students the ICC of Murshidabad Adarsha Mahavidyalaya, other than acting as an instrument to redress complaints of sexual harassment, had also taken the initiative to form a Women Development Cell addressing the issues of women empowerment, women rights and create social awareness of gender equality.

Aims of Women Development Cell (WDC)

- **Creating awareness about the need for gender equality.**
- **Sensitizing the students towards the special needs of all genders.**
- **Eliminating deep-rooted beliefs and myths of gender bias and discrimination.**
- **Prevention of exploitation based on gender by spreading awareness among the students about the social, legal and constitutional rights of women.**
- **Supporting and sharing the anxieties, problems and difficulties faced by students irrespective of gender and sexuality.**
- **Providing equal career opportunities to all genders.**
- **Build a gender-sensitive and inclusive campus.**

Link of WDC Cell: [Woman Development Cell](#)

Gender Policy of the College >>