



INTERNAL COMPLAINTS COMMITTEE (ICC)

Katahguri College
Tuktuki, Nagaon, Assam, PIN-782123
email: katahguricollege@gmail.com
Website: <https://katahguricollege.org.in>

Date.....

INTERNAL COMPLAINTS COMMITTEE

Katahguri College
Tuktuki, Nagaon, Assam
Constitution of Internal Complaints Committee

As per meeting of IQAC of Katahguri College with staff held on 2nd February 2018 (Resolution No. 02) a INTERNAL COMPLAINT'S COMMITTEE has been constituted. Composition of the Internal Complaints Committee of Katahguri College is made with a view to provide protection against discrimination and sexual harassment of women at workplace and for the prevention and redressal complaints of sexual harassment. The Internal complaints committee has been constituted in Katahguri College with the following members.

Members of Internal complaints committee (ICC)

Sl. No.	Name	Designation	Position
1	Dr. Khairul Islam	Principal	Chairperson
2	Rakib Ahmed Fakir	Asstt. Professor	Convenor
3	Niku Prava Devi	Asstt. Professor	Member
4	Md. Shahidul Islam	Asstt. Professor	Member
5	Ankita Moyee Bora	Asstt. Professor	Member
6	General Secretary	Student	Student Union Katahguri College

Vision:

Envision a safe environment and protection against sexual harassment of women at Katahguri College.



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Mission:

1. To provide safe workplace.
2. To develop a policy against sexual harassment at workplace.
3. To uphold the commitment of the institute to provide an environment free of gender based discrimination.
4. To ensure the implementation of the policy in letter and spirit through proper reporting of the complaints and their follow-up procedures.
5. To promote a social and psychological environment to raise awareness on sexual harassment in it's various forms.
6. To create a secure physical and social environment to deter any act of sexual harassment.
7. To evolve a permanent mechanism for the prevention and redressal of sexual harassment cases of gender based violence at the institute.

Aims and Objectives

- Prevent discrimination and sexual harassment, by promoting gender amity among students and employees.
- Deal with cases of discrimination and sexual harassment against women in a time bound manner.
- Recommend appropriate punitive action against the guilty party to the Management.

Here it should be noted that according to the Supreme Court guideline Sexual harassment can be defined as "unwelcome" sexually determined behavior (whether directly or by implication) as:

1. Physical contact and advances.
2. Demand or request for sexual favors.
3. Sexually colored remarks;
4. Showing pornography; and
5. Other unwelcome physical, verbal or non-verbal conduct of a sexual nature.

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The followings are also sexual harassments and are covered by the committee:

- Eve-teasing
- Unsavory remarks,
- Jokes causing or likely to cause awkwardness or embarrassment,
- Gender based insults or sexist remarks,
- Unwelcome sexual overtone in any manner such as over telephone (obnoxious telephone calls)and the like,
- Touching or brushing against any part of the body and the like,
- Displaying pornographic or other offensive or derogatory pictures, cartoons, pamphlets or sayings,
- Forcible physical touch or molestation and
- Physical confinement against one's will and any other act likely to violate one's privacy.The Committee shall meet as often as may be needed and appropriate.

The sexual harassment at work place Act,2013 which came into effect in 2013.

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 to employer/DO	Within 10 days of completion of the inquiry
Implementation of recommendation	Within 60 days
Appeal	Within 90 days of the recommendation

Convenor
INTERNAL COMPLAINTS COMMITTEE
Katahgunri College

Principal
Katahgunri College
Nagaon, Assam