

S.D. WOMEN'S COLLEGE, RAJGANGPUR

INTERNAL COMPLAINTS COMMITTEE (CELL AGAINST ANTI-SEXUAL HARASSMENT) (SESSION-2019-20)

Objectives:

The Anti- Sexual Harassment Cell has been established to provide a healthy and congenial atmosphere to all the staff members and students. The cell meets the following objectives:

- To built self esteem and dignity among girl students and ladies faculty members.
- To offer service such as counseling, legal aid in case of atrocities against women.
- To create awareness regarding women rights.
- To avoid and prohibit sexual harassment at workplace.
- To arrange programs regarding health, personality development etc.
- To record and document the minutes of meetings and annual reports

Till now no cases of sexual harassment at workplace have been registered.

Internal Complaints Committee

The United Nations Committee on the Elimination of Discrimination against Women adopted the following recommendation: Gender based violence is a form of discrimination which seriously inhibits women's ability to enjoy rights and freedom on the basis of equality with men.

The National Policy for Empowerment of Women (2001), Government of India, had emphasized the elimination of discrimination and all forms of violence against women in both the public and the private sphere. Institutions and mechanisms /schemes for assistance are to be created and strengthened for prevention of such violence including sexual harassment at workplace.

The Teachers' Council, S.D Women's College had met on 21st July 2014 to discuss the issue of sexual harassment at workplace. In this meeting a decision was adopted to

constitute an Internal Complaints Committee.

As per Sec 6 (2) of the Sexual Harassment of Women at Workplace (Prevention, Prohibition, Redressal) Act, 2013 an **Internal Complaints Committee** was duly formed in the college to look into, and adjudicate matters relating to any kind of sexual harassment meted out to students or female employees in the institution.

To that end the college has been vigilant about instances of gender discrimination, victimization and abuse, and acted promptly to address/redress any issues that violated the provisions of the said Act.

Moreover, it plays a proactive role in averting instances of sexual harassment by motivating students to attend the programmes organized by the Women's Study Cell of the college on gender discrimination, sexual harassment, relevant legislation for the empowerment of women and other related concerns.

The Internal Complaints Committee in the college is constituted of the following members at present:

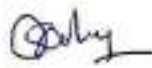
1. Mr. Bipin Choudhury, Principal of the college
& Chairperson of the Committee



2. Dr. Kaushlya Agrawal, Senior
Faculty Member & Nodal Officer
Lect. in Pol.sc, Group-A

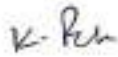


3. Mrs. S.R Koley, Lect.in Education



Faculty Member

4. Mrs. K Burh, Lect.in Chemistry



Faculty Member

5. Dr. Smrutirekha Nayak, Lect.in Hindi

Faculty Member *Smrutirekha Nayak*

Powers of the Committee

1. The Committee shall have the power to summon witnesses and call for documents or any information from any employee/student.
2. If the Committee has reason to believe that an employee/student is capable of furnishing relevant documents or information, it may direct such person to produce such documents or information by serving a notice in writing on that person,

summoning the person, or calling for such documents or information at such place and within such time as may be specified in the written notice.

3. Where any relevant document or information is recorded or stored by means of mechanical, electronic or other devices, the Committee shall have the power to direct that the same be produced, or that a clear reproduction in writing of the same is produced.
4. Upon production of documents/information called for by it, the Committee shall have the power to
 - a. make copies of such documents/information or extracts there from; or
 - b. Retain such documents/information for such period as may be deemed necessary for purposes of the proceedings before it.
5. The Committee shall have the power to issue interim directions to/with regard to any person participating in the proceedings before it.
6. The Committee shall have the power to recommend the action to be taken against any person found guilty of
 - a. Sexually harassing the complainant.
 - b. retaliating against / victimizing the complainant or any other person before it, and
 - c. Making false charges of sexual harassment against the accused person.

Annual Report

The Chairperson of the Committee will prepare an Annual Report at the end of each academic year, giving a full account of the activities of the Committee during the year gone by. A copy of the report may be sent to the Principal.


Principal
S.D. Women's College
Rajgangpur, Sundargarh.

INTERNAL COMPLAINTS COMMITTEE
(CELL AGAINST ANTI-SEXUAL HARASSMENT)
(SESSION-2020-21)

College has formed an internal complaints committee consisting of senior faculty members which is headed by Principal. Following are the members of the committee:-

1. Mr. Bipin Choudhury (Principal)
2. Dr. (Mrs.) K Agrawal, Lect. in Pol. sc, Group-A
3. Mrs. S.R Koley, Lect. in Education
4. Mrs. K Burh, Lect. in Chemistry
5. Dr. Smrutirekha Nayak

Signature

Chairman 

Coordinator 

Faculty Member 

Faculty Member 

Faculty Member 

Internal Complaint Committee (ICC) & Committee against Sexual Harassment (CASH) of S.D Women's College conducted different meetings for providing awareness on the relevance and functions of the committee.

Members discussed different matters about the proper functioning of the committee and it was decided to provide continuous awareness classes to the students, and to organize self defense training programme for students. In association with Women Development Cell, Internal Complaint Committee organized an awareness class and a self defense training programme.


Principal
S.D. Women's College
Langpur, Sundargarh.

Office of the Principal
Sarwati Devi Women's College, Rajgangpur
Office Order

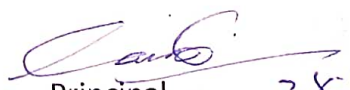
No.: 675 D/SDWC

Date: 28.06.2021

To

Members of Internal Complaints Committee : Mr. Bipin Choudhury, chairperson
Dr. (Mrs.) K Agrawal, Lect. in Pol. Sc., Group-A
Mrs. Sandhya Rani Koley, Lect. in Education
Mrs. Kusum Burh, Lect. in Chemistry
Dr (Mrs.) Smrutirekha Nayak, Lect. in Hindi

You are hereby requested to be operative and functional to accept the issues of sexual harassment of the staff and students if any and report to the undersigned for maintaining smooth academic atmosphere in the College.

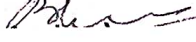




Principal 28-06-21
S. D. Women's College
Rajgangpur

SARBATI DEVI WOMEN'S COLLEGE, RAJGANGPUR
REPORT ON INTERNAL COMPLAINT COMMITTEE

(Annual Report 2021-22)

Report by Chairman Prof. Bipin Choudhury

In accordance with the GOVT. of India Gazette notification Part-II, section-1 No.18 " The Sexual Harassment of Women at workplace (Prevention ,Prohibition and Redressal) Act ,2013" and Part-II. Section-4 of All India Council for Technical Education(Gender Sanitization, Prevention and Prohibition of SexualHarassments of women Employees and Students and Redressal of Grievance's in Technical Institutes)regulations,2016, the Internal Complaint Committee (ICC) has been reconstituted in Sarbati Devi Women's College,Rajgangpur once in this session 2021-22. The stakeholders of the current committee are as follows,

- | | | |
|------------------------|---------------|--------------------------------------------------------------------------------------|
| 1.Prof.Bipin Choudhury | : Chairperson |  |
| 2.Dr.K.Agrawal | :Member |  |
| 3.Mrs.S.R.Koley | :Member |  |
| 4.Mrs.Kusum Burh | :Member |  |
| 5.Dr.SmrutirekhaNayak | :Member | Smrutirekha Nayak |

1) Issues/cases.

No case has been reported/found in the annual year 2021-22.


Principal
Sarbati Devi Women's College
Rajgangpur,-770017

Office of the Principal
Sarwati Devi Women's College, Rajgangpur
Office Order


No.: 1022 D/SDWC

Date: 25.07.2022

To

Members of Internal Complaints Committee : Mr. Bipin Choudhury, chairperson
Dr. (Mrs.) K Agrawal, Reader in Pol. Sc.
Mrs. Sandhya Rani Koley, Lect. in Education
Mrs. Kusum Burh, Lect. in Chemistry
Dr (Mrs.) Smrutirekha Nayak, Lect. in Hindi

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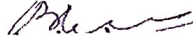

Principal 25-07-22
S. D. Women's College
Rajgangpur

SARBATI DEVI WOMEN'S COLLEGE, RAJGANGPUR
REPORT ON INTERNAL COMPLAINT COMMITTEE

(Annual Report 2022-23)
Report by Chairman Prof. Bipin Choudhury

In accordance with the GOVT. of India Gazette notification Part-II, section-1 No.18 " The Sexual Harassment of Women at workplace (Prevention ,Prohibition and Redressal) Act ,2013" and Part-II. Section-4 of All India Council for Technical Education(Gender Sanitization, Prevention and Prohibition of Sexual Harassments of women Employees and Students and Redressal of Grievance's in Technical Institutes) regulations, 2016, the Internal Complaint Committee (ICC) has been reconstituted in Sarbati Devi Women's College, Rajgangpur once in this session 2022-23. The stakeholders of the current committee are as follows,

1. Prof. Bipin Choudhury

: Chairperson 

2. Dr. K. Agrawal

: Member 

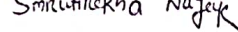
3. Mrs. S. R. Koley

: Member 

4. Mrs. Kusum Burh

: Member 

5. Dr. Smrutirekha Nayak

: Member 

1) Issues/cases.

No case has been reported/found in the annual year 2022-23.


Principal
Sarbati Devi Women's College
Rajgangpur, -770017