

Internal Complaints Committee (ICC)

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The Internal Complaints Committee (ICC) of Khudiram Bose Central College is a crucial component dedicated to promoting a safe and respectful environment within the institution. It operates in accordance with the guidelines set by the University Grants Commission (UGC), ensuring that issues related to sexual harassment and discrimination are addressed with sensitivity and effectiveness.

UGC Guidelines Regarding ICC:

The UGC has outlined comprehensive guidelines to establish and operate an ICC in educational institutions. These guidelines include:

- i. Formation: The ICC should be formed in compliance with UGC recommendations, and it should comprise members with expertise in matters related to gender issues, legal matters, and social work.
- ii. Transparency: The ICC should function transparently, maintaining records of all complaints and actions taken.
- iii. Autonomy: It should have the autonomy to act independently and impartially in addressing complaints.

Objectives of the ICC:

The primary objectives of the ICC at Khudiram Bose Central College are as follows:

- i. Prevention: To create awareness and prevent instances of sexual harassment and discrimination within the college community.
- ii. Redressal: To provide a safe and confidential platform for individuals to report and seek redressal for any such incidents.
- iii. Awareness: To educate students, faculty, and staff about their rights and responsibilities regarding these issues.

Mechanism of the ICC:

The ICC operates through a structured mechanism:

- i. Receiving Complaints: The ICC accepts complaints through various channels, ensuring the privacy and confidentiality of the complainant.
- ii. Investigation: A thorough and impartial investigation is conducted to assess the veracity of the complaint.
- iii. Action: Based on the investigation, the ICC takes appropriate actions, which can include recommendations, disciplinary actions, or legal interventions.

Functions of the ICC:

The ICC at Khudiram Bose Central College performs several functions and activities:

- i. Awareness Workshops: It conducts workshops and seminars to educate the college community about sexual harassment and discrimination issues.
- ii. Complaint Handling: The ICC handles complaints sensitively, respecting the rights and dignity of the complainants.

The Internal Complaints Cell of Khudiram Bose Central College plays a pivotal role in ensuring a safe and inclusive environment for all its members, in alignment with UGC guidelines and its own objectives and functions.

Composition of ICC :

1. Prof. Dalia Pramanick –Presiding Officer
2. Prof. Dr. Shilpa Nandy- Member
3. Prof. Tapasi Ghosh- Member
4. Mr. Sujit Deb- Member
5. Smt. Sarmistha Mukherjee- Member
6. Adv. Mr. Samim Ahammed- Member (External Help), Legal
7. Student (will be inducted when any matter of student concern will arise)

Principal
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Md. Afzar 25-8-26