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HIRALAL MAZUMDAR MEMORIAL COLLEGE FOR WOMEN DAKSHINESHWAR KOLKATA-700 035

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ICC- OUTCOMES & PROGRAMMES (2017-2022)

ATTESTED

Principal & Secretary
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Outcome of ICC (Internal Complaints Committee) for Sexual Harassment of Women

At workplace (Prevention, Prohibition and Redressal) from 2017 to 2022 till December'22 :-

The Committee for Managing Gender Issues has been set up as the Internal Complaints Committee that Hiralal Mazumdar Memorial College for Women was required to set up as per the Supreme Court Guidelines. This would normally limit its outcomes to resolution, settlement, or prosecution. However, ICC was set up not only to deal with complaints of sexual harassment of women in the workplace but also to focus on creating awareness, counselling and educating about gender issues. For example, specific components of induction programmes were formally introduced and are based on creating awareness and informing students as well as employees about the Institute's framework for dealing with such issues. In addition, gender sensitization workshops for staff and students are also conducted through NSS activity.

The Sexual Harassment of Women at workplace (Prevention, Prohibition and Redressal) Act.2013 was passed by the Parliament of India. The Act provides protection against Sexual Harassment of Women at Workplace and for the prevention and redressal of complaints of sexual harassment and for the matters connected there of with or incidental there to. Hiralal Mazumdar Memorial College for Women Dakshineswar has always tried to defend the protection of Women in this educational institution through this ICC Cell for the past five (5) years and has organised various programs, seminars, webinars etc. According to the Supreme Court guideline, Sexual harassment can be defined as “**unwelcome**” sexually determined behaviour (whether directly or by implication) as:

- Physical contact and advances;
- Demand or request for sexual favours;
- Sexually coloured remarks;
- Showing pornography; and

Other unwelcome physical, verbal or non-verbal conduct of a sexual nature. (Vishaka judgment by Supreme Court) Objective of ICC:

- To take consistent action for prevention, prohibition and redressal of complaints received regarding sexual harassment and gender discrimination of women personnel at the workplace
- Make recommendations to the management to lay down procedures for the prohibition, resolution, settlement and prosecution of acts of discrimination and sexual harassment, by the students and the employees.
- Deal with cases of discrimination and sexual harassment against women, in a time bound manner, aiming at ensuring support services to the victimized and termination of the harassment.

Objective and Role of ICC of HMMCW

The objectives and role of the Internal Complaint Committee to Prevent Sexual Harassment of Women at the Workplace are as follows:

- To develop a policy against sexual harassment of women at the Institute.
To ensure the implementation of the policy in letter and spirit through proper reporting of the complaints and their follow-up procedures.
- To uphold the commitment of the Institute to provide an environment free of gender based discrimination.
- To promote a social and psychological environment to raise awareness on sexual harassment in its various forms.
- To create a secure physical and social environment to deter any act of sexual harassment.
- To evolve a permanent mechanism for the prevention and redressal of sexual harassment cases and other acts of gender based violence at the Institute.
- The workplaces should have an appropriate complaints mechanism with a complaints committee, convenor, special counsellor or other support services.
- A woman must head the complaints committee and no less than half its members should be women.
- The committee should include an NGO/individual familiar with the issue of sexual harassment.
- The complaints procedure must be time-bound.
- Confidentiality must be maintained.
- Complainants/witnesses should not experience victimization/discrimination during the process.

Jurisdiction:

The policy and the rules & regulations would apply to all faculty and nonteaching staffs on active roles of HMMCW. The policy and the rules & regulations would also apply to service providers and outsiders who may be within the territory of the HMMCW at time of commission of the act coming under the purview of the policy.

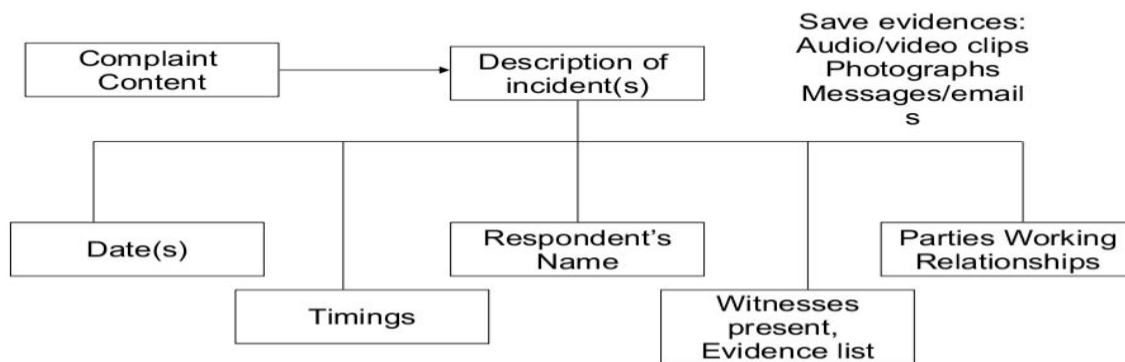
Redressal: Key responsibilities

To effectively address workplace sexual harassment complaints, a Complaints Committees must first be aware of their key responsibilities, some of which are highlighted below:

1. Be thoroughly prepared ;
2. Know the Act, Policy and/or relevant Service Rules ;
3. Gather and record all relevant information, documents.

How to filing a complaint as follows:

Filing a Complaint



Rights of the Complainant

- A fearless environment created by the Internal Complaints Committee.
- A copy of the statement along with all the evidence and a list of witnesses submitted by the respondent.

- Keeping her identity confidential throughout the process.
- Support, in lodging FIR in case she chooses to lodge criminal proceedings.
- In case of fear of intimidation from the respondent, her statement can be recorded in absence of the respondent.
- Right to appeal, in case, not satisfied with the recommendations/findings of the Complaints Committee.

Powers of the Internal Complaints Committee

The Internal Complaint Committee is vested with the powers of a Civil Court under the Civil Procedure Code, 1908(1) in the following: -

1. When summoning and enforcing the attendance of a person related to the incident.
2. When it requires discovery or production of documents.
3. For other matters relating to the incident of sexual harassment

Upon completion of the inquiry, if the Internal Complaint Committee finds the person guilty, it may prescribe the following actions: -

1. Initiate action against a person in accordance with the service rules.
2. In case there are no service rules, take actions like a warning, withholding promotion, termination, community service, etc.
3. Deduct compensation to be paid to aggrieved women from the salary of respondent.

The amount of compensation payable is calculated on the basis of the following factors: -

- Mental trauma, pain, suffering and emotional distress caused to the aggrieved women.
- Loss in career opportunity due to the incident of sexual harassment.
- Medical expenses incurred by the victim for physical/psychiatric treatment.
- Income and status of the alleged perpetrator.
- Feasibility of such payment in a lump sum or in installments.

If the respondent fails to pay the amount of compensation, the ICC may forward the amount to be recovered as an arrear of land revenue with the District Officer.

Various programs, activity , seminars and webinars has been organised by ICC Committee of HMMCW past five years as follows:

1. Hiralal Mazumdar Memorial College for Women organized a national level seminar on "Sensitization against Sexual Harassment at Workplace" at ISI auditorium. Published in statesman newspaper on 10th July 2019.
2. ICC (Internal Complaints Committee) of the college to discuss about organising a webinar on "Transcending patriarchal boundaries: challenges in 21st Century" on 12.09.2020 at 11:30 AM in the meeting hall of the college.
3. Online Drama - Awareness Programme - Sexual Harassment of Women in Working Place: A Documentary 13.07.2021(<https://youtu.be/Lq8INzE2aYI>)
4. Online Drama - Awareness programme - Stop! No means No - 15.08.2021 (<https://youtu.be/54IOBajtmcA>)
5. 19.8.2021- Nari samsad with ICC "Women Liberation: A Minsomer".
6. Online lecture - awareness programme - Bharote Naribad: Sekal o Ekal 14.12.2021 (<https://youtu.be/ctTgxhJcDt4>)
7. Online Lecture - Awareness programme - Social Construction of Women - 13.12.2021 (<https://youtu.be/A4Bgp8Es1Is>)
8. Poster Presentation during Students Week on Women Empowerment 7.01.2022 (<https://youtu.be/GDbPZdzbW0>)
9. 30.1.2022 - "Naari Samsad , Internal Complaints Committee & IQAC" Webinar on Gender Audit
10. "07.03.2022- 09.03.2022" IQAC AND NARI SAMSAD, HMMCW INTERNATIONAL WOMENS DAY.
11. Awareness Programme during Students induction.

Principal

HMMCW