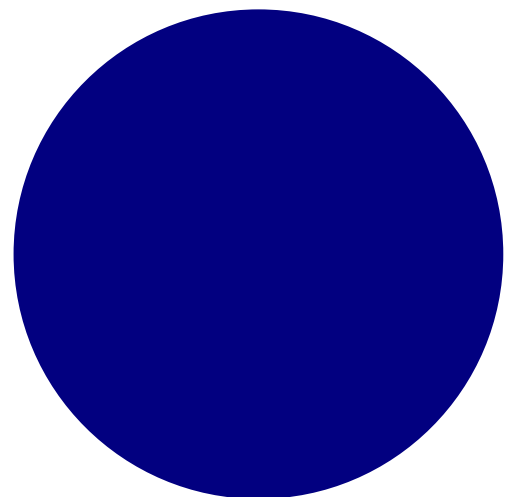


# INTERNAL COMPLAINTS COMMITTEE



University of  
North Bengal



## **INTRODUCTION**

**The University had a Sexual Harassment Cell which was later renamed as Internal Complaints Committee in 2016 following the UGC Notifications dated 2nd May,2016 (Prevention, Prohibition and Redressal of Sexual harassment of Women Employees and students in Higher Educational Institutions Regulation,2015.**

**The University is committed to ensuring women's safety, gender sensitiveness, and, substantive gender equality. The University is also committed to zero tolerance in matters of sexual harassment.**

**The Committee is composed of a Presiding Officer along with two Teacher Members, two Non-Teacher Members, and two Student Representatives. Apart from the members there is a Convener and a Joint Convener.**

## **ICC Members**

**Since its inception, the Committee has had the following four Presiding Officers and other members:**

**Period: 2015-2017**

**Presiding Officer:  
Prof. Sushma Rohatgi**

**Members:**

- 1.Prof.G.Chakraborty**
- 2.Dr.M.Jha**
- 3.Dr.Shilpi Ghosh**
- 4.Dr.D.Bhattacharya**
- 5.Prof.J.C.Basak**
- 6..Dr.M.Bahadur**
- 7.Smt.Alpana Dhar (NT)**
- 8.Smt.Ruksa Nur**
- 9.Smt.Zakia Shenaaz**
- 10.Dr.Soumendranath Nag  
(Journalist)**

**Period: 2018-2020**

**Presiding Officer:**

**Prof. Gangotri Chakraborty**

**Members:**

- 1. Prof. Shilpi Ghosh**
- 2. Dr. Zinia Mitra**
- 3. Smt. Alpana Dhar (NT)**
- 4. Smt. Sharmishtha Das (NT)**
- 5. Smt. Banani Sarkar**
- 6. Smt. Simran Parvin**
- 7. Smt. Khushboo Patel**
- 8. Smt. Maitreyi Ghosh (NGO)**
- 9. Convener (Secretary, ACFCL)**
- 10. Jt. Convener (Secretary, UG Council)**

**Period: 2020-2022**

**Presiding Officer:**

**Prof. Gangotri Chakraborty**

**Members:**

**1. Prof. Shilpi Ghosh**

**2. Dr. Zinia Mitra**

**3 Smt. Priyanka Roy (NT)**

**4. Smt. Sharmishtha Das (NT)**

**5. Smt. Sriradha Ganguli**

**6. Smt. Shreshtha Chakraborty**

**7. Smt. Maitreyi Ghosh (NGO)**

**8. Convener (Secretary,  
ACFCL)**

**9. Jt. Convener (Secretary, UG  
Council)**

**Period: 2022-2024**

**Presiding Officer:**

**Prof. Ranjita Chakraborty**

**Members:**

**1. Prof. Shilpi Ghosh**

**2. Dr. Zinia Mitra**

**3 Smt. Priyanka Roy (NT)**

**4. Smt. Pragnamita Dasgupta  
(NT)**

**5. Smt. Mamata Das**

**6. Smt. Tamalika Roy**

**7. Maitreyi Ghosh (NGO)**

**8. Convener (Secretary, ACFCL)**

**9. Jt. Convener (Secretary, UG  
Council)**

**The Office:**

**The office has one Group D  
employee, Mrs. Guriya Mandal  
who has been appointed to  
carry out the clerical functions.**

## Gender Audit (2016-2022) (1st April - 31st March)

Year	No. of Complaints	No. of Meetings Held	Time Taken for Redressal	Decision of the Committee	Other Remarks
2016-17	01	04	11 months	Cautioned against any Behaviour that may be construed as amounting to harassment  ii) May not be required to accompany the students in any study tour.	26.10.16  Report submitted
2017-18	01 (13.12.2017)				A report was submitted by the Committee constituted by The VC on 26.03.2018.
2018-19	01* & 01 (16.11.2018)	03	11 months (from the time the ICC was given the case)	i) Reprimanded & Cautioned against the use of possible coloured language. ii) Restrain from the act of 'male gaze'	18.02.2019 (Report Submitted)
2019-20	01 (16.11.2018)	05	4.5 months	i) Some kind of inappropriate behaviour had taken place. ii) The University authorities were requested to take action.	04.04.2019 (In a resolution passed in The Executive Council, the accused was cautioned and two increments were withheld.)
2020-21	None	00	00	NA	NA
2021-22	None	00	00	NA	NA
2022-23	Till now none				

## **Programmes Undertaken**

**Our University believes in the motto of 'prevention is better than cure'. Therefore, it insists on organizing Gender Sensitisation programmes for students and faculties. The objective is to promote positive social values so that incidents of sexual harassment can be reduced. In fact, the sustained gender sensitization programmes organized by the Centre for Women's Studies, which is now a Department, have facilitated the realization of the goal.**

**Since our University has gone offline we have organized two programmes on the 3rd and 4th June,2022.**

**i)The Gender Champion Competition: Following the UGC advisory to conduct Gender Champion Competition within the Campus we organized the Competition on the 3rd of June 2022.**

**Candidates were shortlisted for the second round which was an Extempore round. In the third round there were finally 5 (five) candidates who were given the same topic to speak on and the jury members comprising of Prof. Sushma Rohatgi (Former ICC Presiding Officer, NBU), Prof. Shilpi Ghosh (ICC Member) and Prof. Zinia Mitra (ICC Member) selected the two Gender Champions.**

**A) Ms.Debasmita Pal,(4th Semester,PG,Political Science)**

**B) Mr.Neel Bhattacharjee,( 2nd Semester,PG, Mass Communications)**

**They were given the Gender Champion Badges by the Hon'ble Vice-Chancellor, NBU, Dr.Subires Bhattacharyya on the 4th of June,2022.**



## **ii) A One Day Workshop on Gender Sensitivity**

**A one day Workshop on Gender Sensitivity was organized by the ICC on the 4th of June,2022 with the students and research scholars of the University.**

**a total of 120 participants (82 boys and 38 girls) participated.**

**The workshop was interactive with lectures delivered by Ms. Purnima Sherpa, ADCP, Siliguri Police Commissionerate, Dr.Zinia Mitra, Head, Department of Women's Studies, NBU & ICC Member, Prof. Prerna Lepcha, Asst.Prof. in Law, NBU. This was followed by two videos prepared as a part of the project by Education Ministry on Gender Sensitisation, followed by a discussion and sharing of views by the participants.**



# **SWOC Analysis**

## **Our Strengths**

- i) More or less a Gender-sensitive campus**
- ii) Support of the administration to ICC**

## **Our Weakness**

- i) Low visibility and understanding that ICC was a grievance redressal body only.**
- ii) Failure to upload Gender Audit yearly.**

## **Our Opportunities**

- i) We have now a wider area of activity, especially in relation to spreading gender awareness and disseminating positive social values.**
- ii) We intend to develop a network of ICC cells of the affiliated colleges so that we can take up meaningful projects with the objective to provide policy recommendations for change.**

## **Our Challenges**

- i) Change always faces resistance. A general perception among the students is that gender sensitization workshop is basically related to gender studies and so not of much importance for those who aren't interested in gender studies. We need to break this perception.**
- ii) There is a need to educate students about cyber stalking and harassment which also come into the purview of sexual harassment in the workplace as has been witnessed during the two year of pandemic period.**

## **Our Best Practices**

**ICC as a grievance redressal body has been very dedicated and sincere in its efforts to deliver justice to the aggrieved.**

**Although it has not been able to submit its report within the stipulated 90 days, it has given sufficient time to both the parties to defend their cases so that the aggrieved party gets justice.**

## **Our Future Vision**

**Our future agenda is to make ICC a positive force within the Campus. We intend to carry out the following programmes within the Campus during the two-year tenure given to us.**

- Try to redress grievances within the stipulated 90days.**
- To regularly organise Gender Sensitisation workshops for students and employees.**
- To carry out regular surveys among the students on Women's Safety and Security inside the Campus.**
- To engage the Gender Champions to carry out sensitization among their peers regularly.**
- To carry out other activities like designing small pamphlets on information about the rights of the aggrieved individuals.**