

INTERNAL COMPLAINTS COMMITTEE

BHARATI COLLEGE

UNIVERSITY OF DELHI

Following is the report of the activities of ICC, Bharati College from the Session August 2021- to February 22.

<u>1</u>	ICC orientation cum awareness for the first-year students on 8 th January 2022
<u>2</u>	ICC Elections 2022-23 for the first-year representative on 12 th January 2022
<u>3</u>	Updated ICC Board in College premises
<u>4</u>	Updated ICC Template on College website
<u>5</u>	Meetings of the ICC were conducted to discuss the future course of actions related to Sensitization training and planning of activities in blended mode and the minutes of the meeting were reported in the register maintained for reporting.
<u>6</u>	New room to ICC was allotted (G-6)
<u>7</u>	The Instagram page was created to engender awareness related to ICC. https://instagram.com/icc_bharaticollege?utm_medium=copy_link
<u>8</u>	Inter-College Poster making Competition on 'Zero Tolerance to Sexual Harassment in Campuses'

Orientation cum Awareness for First-Year Students and ICC Elections for first-year student Representative
BHARATI COLLEGE
2022-23

Internal Complaints Committee, Bharati College, University of Delhi, functions effectively and collectively with its Presiding Officer, Member Secretary, faculty members, non-teaching staff members, and the external member who are rigorously assisted by its student body. Every year, ICC holds a general student body election for the purpose of selecting an eligible student for the post of ICC-first year representative. The post is open to all the students enrolled in the regular courses of Bharati College, University of Delhi.

Before announcing the elections, the committee decided to conduct an orientation program for the first-year students to spread awareness about its work and the upcoming election for the position of First-Year Representative. It was conducted on January 8, 2022, on the Zoom platform. A WhatsApp group was made for connecting to the first-year students of the college and sharing information related to ICC orientation and elections of the year 2022-23. The program was successful in terms of engendering awareness about ICC and clarifying the doubts of students.

The poster features a purple background with a large, stylized handprint graphic in the center. At the top, the text reads: **Internal Complaints Committee Bharati College Is Organising Orientation Program**. Below this, a horizontal line separates the title from the subtitle: **Regarding the working of ICC (Internal Complaints Committee)**. On the left, a speech bubble contains the text: **Internal Complaints Committee (ICC) formed under POSH act 2013 (For sexual harrasment of women at workplace)**. On the right, another speech bubble says: **Feeling harrassed or molested? Don't worry we are there to help you irrespective of your gender**. In the center, there is a box with the following details: **Timings : 01:00 PM**, **Date : 08/01/22**, and **Platform: Zoom**. At the bottom, a grey box provides contact information: **For further queries contact : Aarushi Singla (8168874927)**. The bottom right corner features a cartoon illustration of a man in a suit and a woman standing together.

After successfully conducting the orientation cum awareness program, a meeting of the ICC members was held on the same date 8th Jan 2022 to decide the election date for ICC's first-year student representative 2022-23. It was then decided that the election date for the position of ICC first-year representative will be 20th January 2022.

A google form was created inclusive of the application form and then shared on various Social Media platforms to invite nominations for the post till 11th January 2022. We received 28 responses from which screening of all the candidates was completed on the 13th of January 2022 through an online meeting. After doing a thorough screening on the basis of the questions asked in the Google form candidates are selected for standing in the elections (on the basis of their knowledge related to the term ICC and how effectively they will fulfill the role of being a representative of ICC. The task of screening the candidates was painstakingly completed by faculty members and the second and third-year student representatives. The final list of selected candidates was published and four candidates were shortlisted: Aliza Arif, Nisha Verma, Pushti Gogia, and Suhani Sabharwal. It was then followed by campaigning through posters, video, and audio messages from 14th-19th January 2022 (midnight).

The following points were made clear to all the candidates contesting the elections:

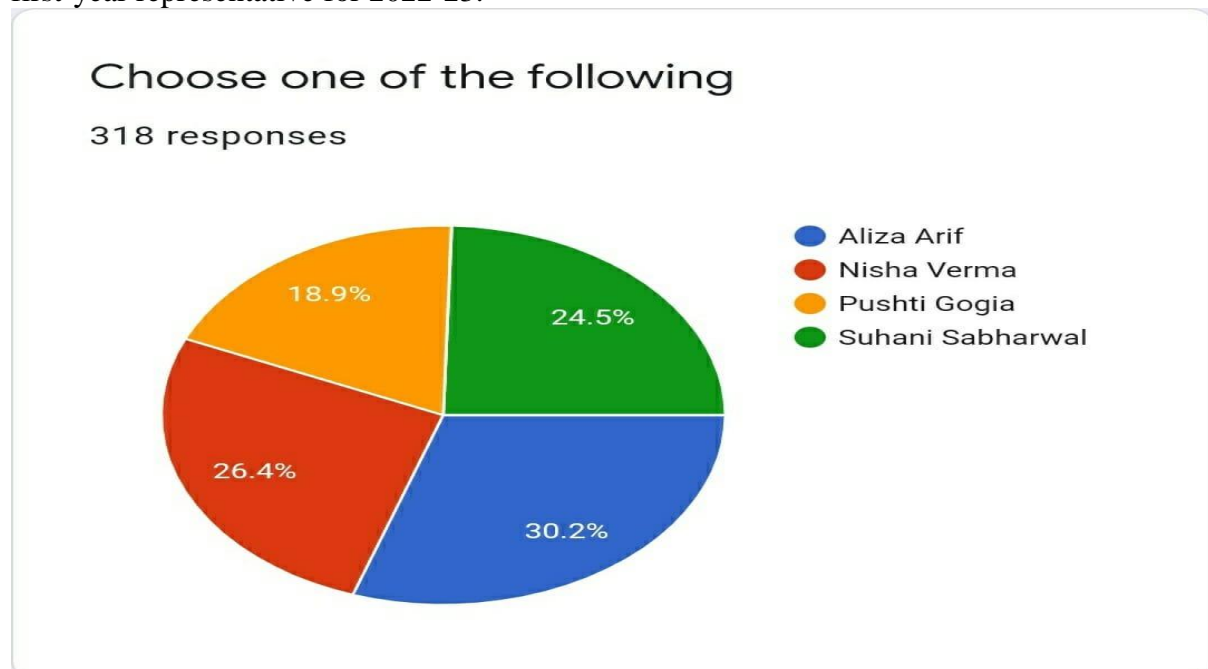
1. You can start campaigning from today itself.
 2. Campaigning should be done online through social media platforms such as WhatsApp, Instagram, etc.
 3. No person should send messages in private chats.
 4. Campaigning can be done by circulating posters, voice messages, videos, and texts.
 5. In the message, you can talk about what is ICC and why one should elect you for being its representative.
- (ideas for the same will be posted in the group itself)

6. On the 20th will be having elections where only first-year students would be allowed to vote for you.

7. Elections would take place through google Forms (The google form was prepared by one of the faculty members and was shared on the day of voting i.e. 20- January 2022).

8. Any sort of malpractice by the candidates will lead to the immediate cancellation of their candidature.

On 20th January 2022, the google form was shared on different online platforms and the voting time was kept between 10:00 AM- 4:00 PM. All first years students were asked to cast their vote at the prescribed time slot through a google form. An online meeting of the ICC members was conducted to count the votes at 4:10 PM on 20th January 2022. Out of 318 responses, the maximum votes go to **ALIZA ARIF**, and thus she was elected as our ICC first-year representative for 2022-23.



**BHARATI COLLEGE
UNIVERSITY OF DELHI
Ph: 011-43273000**

**INTERNAL COMPLAINTS COMMITTEE (ICC) AGAINST SEXUAL
HARASSMENT**

- | | | |
|-----|--|------------|
| 1. | Prof. Anupama Mahajan: Presiding Officer | 9899909098 |
| 2. | DR Kalpana Kataria: Member Secretary | 9910350850 |
| 3. | DR Nitin Verma: Faculty Member | 9953668870 |
| 4. | Ms. Bhawna Shivan: Faculty Member | 9958447538 |
| 5. | Mr. Charanjit: Non-teaching staff representative | 9716641981 |
| 6. | Ms. Preeti Vats: Non-teaching staff representative | 9968253588 |
| 7. | Mr. Karan Balraj Mehta: External Member | |
| 8. | Ms. Aarushi: Student's representative | |
| 9. | Ms. Laiba: Student's representative | |
| 10. | Ms. Aliza Arif: Student's representative | |

ICC E-mail: iccbharati2021@gmail.com

ICC (INTERNAL COMPLAINTS COMMITTEE)

BHARATI COLLEGE **UNIVERSITY OF DELHI**

The Internal Complaints Committee (ICC) is established in Bharati College, 2015 under the University Grants Commission (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Education Institutions) Regulations, 2015. It comprises students (one student chosen democratically from each of the three years), a Presiding Officer, two or three faculty members, two or three non-teaching employees, and one outside member from a non-governmental organization or association committed to the cause of women or a person familiar with the issues relating to sexual harassment, nominated by the Executive Authority.

ICC, Bharati College deals with cases of sexual harassment of the students or employees in the college and provides a mechanism of dispute redressal. It advocates the empowerment of women and has zero tolerance for any kind of sexual harassment. ICC diligently works toward providing a secure environment to students, teaching, and non-teaching staff. Complaint boxes have been placed on the college premises.

Sexual Harassment is defined as:

“An unwanted conduct with sexual undertones if it occurs or which is persistent and which demeans, humiliates or creates a hostile and intimidating environment or is calculated to induce submission by actual or threatened adverse consequences and induces any one or more or all of

the following unwelcome acts or behavior (whether directly or by implication), namely:

- (a) any unwelcome physical, verbal or non-verbal conduct of sexual nature;
- (b) demand or request for sexual favors
- (c) making sexually colored remarks
- (d) physical contact and advances
- (e) showing pornography”.

Committee Members

Prof. Anupama Mahajan (Presiding Officer)
Professor
Department of Commerce
Email: anupama.mahajan@bharati.du.ac.in

DR Kalpana Kataria (Member Secretary)
Assistant Professor
Department of Commerce
Email: kalpana.kataria@bharati.du.ac.in

DR Nitin Verma
Assistant Professor
Department of Psychology

Email: nitinverma008@bharati.du.ac.in

Ms. Bhawna Shivan
Assistant Professor
Department of Sociology
Email: bhawna.shivan@bharati.du.ac.in

Mr. Charanjeet Singh
Prof. Assistant, Library
Email: charanjeet.singh@bharati.du.ac.in

Ms. Preeti Vats
Semi-Prof. Assistant, Library
Email: preetiatri58@gmail.com

Advocate Karan Balraj Mehta
External Member
Email: karanmehta02@gmail.com

Ms. Aarushi
Student, BCom (Hons.)
Third-Year Representative
Email: aaru260371@gmail.com

Ms. Laiba
Student, BCom (Hons.)
Second Year Representative
Email: laibak78625@gmail.com

Ms. Aliza Arif
Student, BCom (Prog.)
First-Year Representative
Email: Alizainaya25@gmail.com

We commit ourselves to a zero-tolerance policy towards sexual harassment and reinforce our commitment to making our campus free from discrimination, harassment, retaliation, or sexual assault at all levels. If a student, faculty member, or non-faculty staff member faces any discomfort under the above-mentioned heads, he or she can directly approach the committee.

An aggrieved person is required to submit a written complaint to the ICC within three months from the date of the incident, and in case of a series of incidents within a period of three months from the date of the last incident. Provided that where a such complaint cannot be made in writing, the Presiding Officer or any Member of the Internal Complaints Committee shall

render all reasonable assistance to the person for making the complaint in writing. For the reasons accorded in the writing; the ICC could extend the time limit by a period not exceeding three months if it is satisfied that the circumstances were such that prevented the person from filing a complaint within the said period. Friends, relatives, colleagues, co-students, a psychologist, or any other associate of the victim may file the complaint in situations where the aggrieved person is unable to make a complaint on account of physical or mental incapacity or death.

The complainant may contact the committee members through the given e-mail ID or phone numbers.

Email ID:
iccbharati21@gmail.com

https://www.ugc.ac.in/pdfnews/7203627_UGC_regulations-harassment.pdf

(UGC Regulations of Sexual Harassment Act)

INSTAGRAM PAGE

INTERNAL COMPLAINTS COMMITTEE

BHARATI COLLEGE

UNIVERSITY OF DELHI

Following is the report of the cases and the activities of ICC, Bharati College from the Session August 2021- to February 22.

2	ICC orientation cum awareness for the first-year students on 8 th January 2022
3	ICC Elections 2022-23 for the first-year representative on 12 th January 2022
4	Updated ICC Board in College premises
5	Updated ICC Template on College website
6	Meetings of the ICC were conducted to discuss the future course of actions related to Sensitization training and planning of activities in blended mode and the minutes of the meeting were reported in the register maintained for reporting.
7	New room to ICC was allotted (G-6)
8	The Instagram page was created to engender awareness related to ICC. https://instagram.com/icc_bharaticollege?utm_medium=copy_link

**Orientation cum Awareness for First-Year Students and ICC Elections for first-year student
Representative
BHARATI COLLEGE
2022-23**

Internal Complaints Committee, Bharati College, University of Delhi, functions effectively and collectively with its Presiding Officer, Member Secretary, faculty members, non-teaching

staff members, and the external member who are rigorously assisted by its student body. Every year, ICC holds a general student body election for the purpose of selecting an eligible student for the post of ICC-first year representative. The post is open to all the students enrolled in the regular courses of Bharati College, University of Delhi.

Before announcing the elections, the committee decided to conduct an orientation program for the first-year students to spread awareness about its work and the upcoming election for the position of First-Year Representative. It was conducted on January 8, 2022, on the Zoom platform. A WhatsApp group was made for connecting to the first-year students of the college and sharing information related to ICC orientation and elections of the year 2022-23. The program was successful in terms of engendering awareness about ICC and clarifying the doubts of students.

The poster is titled "Internal Complaints Committee Bharati College Is Organising Orientation Program". It is regarding the working of the ICC (Internal Complaints Committee). The poster includes the following information:

- Internal Complaints Committee (ICC) formed under POSH act 2013 (For sexual harassment of women at workplace)**
- Feeling harassed or molested? Don't worry we are there to help you irrespective of your gender**
- Timings : 01:00 PM**
- Date : 08/01/22**
- Platform: Zoom**
- For further queries contact : Aarushi Singla (8168874927)**

The poster features a background of hands holding each other, symbolizing support and awareness. There are also illustrations of a man and a woman.

After successfully conducting the orientation cum awareness program, a meeting of the ICC members was held on the same date 8th Jan 2022 to decide the election date for ICC's first-year student representative 2022-23. It was then decided that the election date for the position of ICC first-year representative will be 20th January 2022.

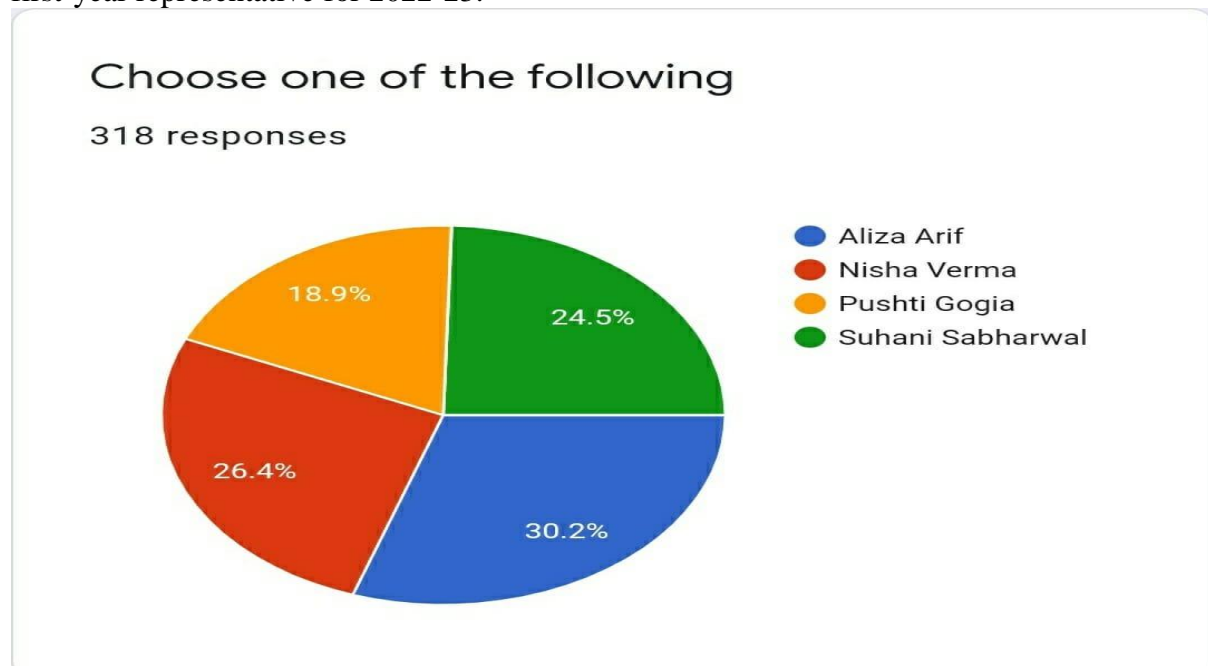
A google form was created inclusive of the application form and then shared on various Social Media platforms to invite nominations for the post till 11th January 2022. We received 28 responses from which screening of all the candidates was completed on the 13th of January 2022 through an online meeting. After doing a thorough screening on the basis of the questions asked in the Google form candidates are selected for standing in the elections (on the basis of their knowledge related to the term ICC and how effectively they will fulfill the role of being a representative of ICC. The task of screening the candidates was painstakingly completed by faculty members and the second and third-year student representatives. The final list of selected candidates was published and four candidates were shortlisted: Aliza Arif, Nisha Verma, Pushti Gogia, and Suhani Sabharwal. It was then followed by

campaigning through posters, video, and audio messages from 14th-19th January 2022 (midnight).

The following points were made clear to all the candidates contesting the elections:

1. You can start campaigning from today itself.
2. Campaigning should be done online through social media platforms such as WhatsApp, Instagram, etc.
3. No person should send messages in private chats.
4. Campaigning can be done by circulating posters, voice messages, videos, and texts.
5. In the message, you can talk about what is ICC and why one should elect you for being its representative.
(ideas for the same will be posted in the group itself)
6. On the 20th will be having elections where only first-year students would be allowed to vote for you.
7. Elections would take place through google Forms (The google form was prepared by one of the faculty members and was shared on the day of voting i.e. 20- January 2022).
8. Any sort of malpractice by the candidates will lead to the immediate cancellation of their candidature.

On 20th January 2022, the google form was shared on different online platforms and the voting time was kept between 10:00 AM- 4:00 PM. All first years students were asked to cast their vote at the prescribed time slot through a google form. An online meeting of the ICC members was conducted to count the votes at 4:10 PM on 20th January 2022. Out of 318 responses, the maximum votes go to **ALIZA ARIF**, and thus she was elected as our ICC first-year representative for 2022-23.



**BHARATI COLLEGE
UNIVERSITY OF DELHI
Ph: 011-43273000**

**INTERNAL COMPLAINTS COMMITTEE (ICC) AGAINST SEXUAL
HARASSMENT**

- | | | |
|----|--|------------|
| 1. | Prof. Anupama Mahajan: Presiding Officer | 9899909098 |
| 2. | DR Kalpana Kataria: Member Secretary | 9910350850 |
| 3. | DR Nitin Verma: Faculty Member | 9953668870 |
| 4. | Ms. Bhawna Shivan: Faculty Member | 9958447538 |
| 5. | Mr. Charanjit: Non-teaching staff representative | 9716641981 |
| 6. | Ms. Preeti Vats: Non-teaching staff representative | 9968253588 |
| 7. | Mr. Karan Balraj Mehta: External Member | |

8. Ms. Aarushi: Student's representative
9. Ms. Laiba: Student's representative
10. Ms. Aliza Arif: Student's representative

ICC E-mail: iccbharati2021@gmail.com

ICC (INTERNAL COMPLAINTS COMMITTEE)

BHARATI COLLEGE **UNIVERSITY OF DELHI**

The Internal Complaints Committee (ICC) is established in Bharati College, 2015 under the University Grants Commission (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Education Institutions) Regulations, 2015. It comprises students (one student chosen democratically from each of the three years), a Presiding Officer, two or three faculty members, two or three non-teaching employees, and one outside member from a non-governmental organization or association committed to the cause of women or a person familiar with the issues relating to sexual harassment, nominated by the Executive Authority.

ICC, Bharati College deals with cases of sexual harassment of the students or employees in the college and provides a mechanism of dispute redressal. It advocates the empowerment of women and has zero tolerance for any kind of sexual harassment. ICC diligently works toward providing a secure environment to students, teaching, and non-teaching staff. Complaint boxes have been placed on the college premises.

Sexual Harassment is defined as:

“An unwanted conduct with sexual undertones if it occurs or which is persistent and which demeans, humiliates or creates a hostile and intimidating environment or is calculated to induce submission by actual or threatened adverse consequences and induces any one or more or all of

the following unwelcome acts or behavior (whether directly or by implication), namely:

- (a) any unwelcome physical, verbal or non-verbal conduct of sexual nature;
- (b) demand or request for sexual favors
- (c) making sexually colored remarks
- (d) physical contact and advances
- (e) showing pornography”.

Committee Members

Prof. Anupama Mahajan (Presiding Officer)

Professor

Department of Commerce

Email: anupama.mahajan@bharati.du.ac.in

DR Kalpana Kataria (Member Secretary)
Assistant Professor
Department of Commerce
Email: kalpana.kataria@bharati.du.ac.in

DR Nitin Verma
Assistant Professor
Department of Psychology
Email: nitinverma008@bharati.du.ac.in

Ms. Bhawna Shivan
Assistant Professor
Department of Sociology
Email: bhawna.shivan@bharati.du.ac.in

Mr. Charanjeet Singh
Prof. Assistant, Library
Email: charanjeet.singh@bharati.du.ac.in

Ms. Preeti Vats
Semi-Prof. Assistant, Library
Email: preetiatri58@gmail.com

Advocate Karan Balraj Mehta
External Member
Email: karanmehta02@gmail.com

Ms. Aarushi
Student, BCom (Hons.)
Third-Year Representative
Email: aar260371@gmail.com

Ms. Laiba
Student, BCom (Hons.)
Second Year Representative
Email: laibak78625@gmail.com

Ms. Aliza Arif
Student, BCom (Prog.)
First-Year Representative
Email: Alizainaya25@gmail.com

We commit ourselves to a zero-tolerance policy towards sexual harassment and reinforce our commitment to making our campus free from discrimination, harassment, retaliation, or sexual assault at all levels. If a student, faculty member, or non-faculty staff member faces any discomfort under the above-mentioned heads, he or she can directly approach the committee.

An aggrieved person is required to submit a written complaint to the ICC within three months from the date of the incident, and in case of a series of incidents within a period of three months from the date of the last incident. Provided that where a such complaint cannot be

made in writing, the Presiding Officer or any Member of the Internal Complaints Committee shall

render all reasonable assistance to the person for making the complaint in writing. For the reasons accorded in the writing; the ICC could extend the time limit by a period not exceeding three months if it is satisfied that the circumstances were such that prevented the person from filing a complaint within the said period. Friends, relatives, colleagues, co-students, a psychologist, or any other associate of the victim may file the complaint in situations where the aggrieved person is unable to make a complaint on account of physical or mental incapacity or death.

The complainant may contact the committee members through the given e-mail ID or phone numbers.

Email ID:

iccbharati21@gmail.com

https://www.ugc.ac.in/pdfnews/7203627_UGC_regulations-harassment.pdf

(UGC Regulations of Sexual Harassment Act)



INTERNAL COMPLAINTS COMMITTEE

**BHARATI COLLEGE,
UNIVERSITY OF DELHI**



PRESENTS

INTERCOLLEGE POSTER-MAKING COMPETITION

**7TH NOVEMBER; 10AM - 12PM,
AT BHARATI COLLEGE, UOD**



THEME

(All the details are mentioned
in the Google form.)

**VULGAR GESTURE, DONT TOUCH, STOP
FLIRTING, DIRTY STARING, UNWANTED
PHYSICAL CONTACT OR ANY OTHER RELEVANT
TOPIC AROUND SEXUAL HARASSMENT**

FOR ANY QUERIES, KINDLY CONTACT :

**LAIBA : 8586886554
laiba786257@gmail.com**

**ALIZA : 6398631942
Alizainaya25@gmail.com**

