

The Report of ICC

2017-18

The Internal Complaints Committee of Bharati College has been constituted under the *UGC Regulations 2015 on the Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions*. It is a representative body with members from all sections of the college community including students, non-teaching staff and faculty - both permanent and ad hoc. Dr. Rakhi Jain- Associate Professor, Department of English is the Presiding Officer of the current ICC.

An important activity of the ICC is the holding of elections for student representatives. Elections for student representatives of all the three years were held on 9th February, 2018 and were keenly contested.

The ICC is committed to ensuring zero tolerance towards sexual harassment. In pursuance of this objective, the ICC ensured that 2 Notice Boards detailing the procedure for filing complaints and other important information were put up in both the academic blocks of the College.

The ICC has dealt with two cases this year- enquiries in both have been successfully completed and the Reports have also been submitted.

A calendar of workshops for familiarising the teaching and non-teaching staff with the provisions of the Sexual Harassment Act and Regulations has also been drawn up.

2018-19

The Internal Complaints Committee, Bharati College functions as per the provisions of the Sexual Harassment of Women at Workplace Act 2013 as well as the UGC Regulations 2015 on the Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions.

In the current academic year, the ICC completed its enquiry in one case and submitted its report.

Elections for the first year Student representative to the ICC were also successfully conducted.

As part of its mandate to sensitise the college community on this important issue, the ICC in collaboration with District Legal Services Authority, Tis Hazari, organised a talk on sexual harassment and domestic violence in the month of September. A Gender sensitisation programme was also organised on 31 January, for both the teaching and non-teaching members of the College.

On the days of the Annual Festival, the ICC maintained a Complaint desk in the premises, in case students/others wished to report any undesirable behaviour.

2019-20

The Internal Complaints Committee (ICC) had an eventful academic year in 2019-20 throughout which we could successfully conduct our events and take care of the complaints that we received with grace.

The year began with the elections to the position of First Year Representative on 16th October 2019. Ms. Aarushi Singla of B.COM (Hons), first year who received 98 votes sustains in the position after a resignation from Ms. Tanishqa Jha who originally won the election with a majority of 148 votes.

Ms. Preeti Vats from the Library Committee joined the ICC afresh this year. Dr. Kavindra Indu was replaced by Dr. Nitin Kumar Verma after his resignation on 28th December 2019.

The ICC conducted a 10-day workshop on Legal Awareness-cum-Para-Legal-Volunteer (PLV) in association with the Delhi State Legal Services Authority and West District Legal Services Authority. The event began with an inaugural ceremony on 26th of August, 2019

addressed by various eminent personalities including Sh. Kanwal Jeet Arora, Ld. Member Secretary, DSLSA.

The topics covered in the workshop included:

- 1) 'Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act,
- 2) 'Victim Compensation Schemes, 2015 and the Maintenance and Welfare of Parents and Senior Citizens Act, 2007'
- 3) 'Domestic Violence Act and Property Rights'.
- 4) Drugs and Substance Abuse
- 5) Juvenile Justice Act: Rehabilitation and Reintegration of Children', as well as a demo based Self -Defense Training Programme' for students and staff.

The documents regarding the second latest case that we dealt with were systematically ordered and placed in case of any further reference.

On 31st October 2019, the Committee received a complaint in hardcopy which was thoroughly discussed within the committee. The complainant and the respondents were cross-questioned regarding the various parts of the complaint in a subsequent series of meetings. Upon a request for conciliation by the complainant, the respondents were asked to apologise if they are willing to do so, for which the later responded positively. During the procedure of conciliation, the respondents were made aware of the impact of their actions on the complainant.