

# **INTERNAL COMPLAINT COMMITTEE (ICC)**

## **Annual Report For Magazine 2022 – 2023**

### **About Founder**

*The INTERNAL COMPLAINT 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 Act 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 organisation or association committed to the cause of women or a person familiar with the issues relating to sexual harassment, nominated by the Executive Authority.*

### **AIM**

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

### **Vision**

*We envision a safe environment and protection against sexual harassment of women at Bharati College University of Delhi (Work Place) and for*

*Redressal of complaints of sexual harassment and to ensure Prevention of Sexual Harrasment and to provide Healthy Environment for the Staff And Students of Bharati College.*

## ***Mission***

- 1. 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.*
- 2. To provide safe workplace Of Our College staff. And safe Environment for Students of Our College.*
- 3. To develop a zero tolerance policy against sexual harassment for women at Bharati College.*
- 4. To ensure the implementation of the policy in letter and spirit through proper reporting of the complaints and their follow-up procedures.*
- 5. To uphold the commitment of the Institute to provide A Harassment free environment and to prevent Social, Verbal, Physical harassment.*
- 6. Our **Aim** is to **Promote a Social and Psychological** environment to raise awareness on sexual harassment in its various forms.*

7. *Create a secure physical and social environment to deter any act of sexual harassment.*
8. *To evolve a permanent mechanism for the Prevention and Redressal of sexual harassment cases in Bharati College.*

## ***Events***

*We conducted Several Events and Social Awareness Programs for the Students and Staff to Educate them regarding the Sexual Harassment Act's. The few Events are as follow.*

### ***1. Conduct Elections For ICC to Select 1<sup>st</sup> Year Student Representative.***

*We conduct an online election on 20<sup>th</sup> January 2023 to elect a 1<sup>st</sup> Year Student Representative for ICC as per the rules of ICC election guidelines.*

*Ms Garima from Political Science Department has won the election and became a part of ICC as first year Representative.*



## **2. Seminar For College Faculty and Staff.**

*Internal Complaints Committee, Bharati College organized a one-day sensitization session on 15<sup>th</sup> Feb 2023 in the Seminar Room separately for both the teaching and non-teaching staff. The session focused on how to handle the sexual harassment issues and complaints, a detailed overview of POSH Act 2013 and conduct to be followed by teaching and non-teaching staff members at Bharati premises. This session helps the learner*

*understand his /her role in creating a safe and respectful workplace. With the help of everyday examples, the learner is guided through the subject from recognising sexual harassment for preventing and reporting incidents appropriately.*

## **SIGNIFICANCE OF TRAINING**

*Sexual harassment prevention training are critical tools to ensure employees and supervisors understand proper professional conduct at work. Employees often do not understand which behaviours are considered improper in the workplace and it is important to provide them with harassment awareness training. It's also important that employees can easily access sexual harassment training online or on site to make certain sexual harassment awareness and prevention training is available and accessible to all employees.*

**Benefits of training:** *Discover how you can handle sexual harassment issues and complaints, Get a detailed overview of the 'The Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal)' or the POSH Act 2013, to learn the various duties of the*



*employer / employee to curb harassment and to learn the redress mechanism to handle sexual harassment complaints.*



### ***3. Installation of Banner and Posters in College Premises.***

*We Install Banner and Posters in College Premises and our Student Representative also put the information regarding ICC on the Notice Boards to Spread awarrness among the Student's.*



**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](mailto:iccbharati2021@gmail.com)

**INTERNAL COMPLAINTS COMMITTEE (ICC)**

WHAT DO YOU THINK ABOUT SEXUAL HARASSMENT?

अब और मंजूर नहीं।

If you think you're being harassed in college premises, feel free to contact:

PROF. ANUPAMA MAHAJAN (Presiding Offc)  
LAIBA [PREZ] ALIZA [VP]  
(8586886554) (6398631942)

Instagram: [icc\\_bharaticollege](https://www.instagram.com/icc_bharaticollege) → ICC EMAIL: [iccbharati21@gmail.com](mailto:iccbharati21@gmail.com)



#### ***4. Sensitisation In Classes To Educate Student's regarding ICC.***

*2<sup>nd</sup> and 3<sup>rd</sup> Year Representative of ICC conduct a sensitization Session for Student's of Bharati College To aware them about ICC and Sexual Harassment. They Educate the students regarding What is ICC? What are type of Sexual Harassment? and How they file the complaint in the ICC under the Posh Act If they feel Harassed in College Premises.*





## ***5. Poster and Drawing Competition on Sexual Harassment at Work Place.***

*On the 7<sup>th</sup> November 2022 we organise a Poster Making and Drawing competition on the theme Sexual Harrassment Several students participate in this Competition. After that winners are announced by the committee members and they awarded by Cash Price with Certificate.*









## 6. ICC Guidelines Booklet Distribution Drive.

We took the initiative to Distribute the Guideline Pamphlets in our College Premises among the Students Teaching and Non - Teaching Staff members to spread Awareness among them regarding ICC. We distribute these Pamphlets In both Languages Hindi and English. So that Everyone get to know What is ICC and How does it work against Sexual Harrassment at Work Place and Institution.



The poster features a collage of images including the Bharati College building, the college logo with the motto 'स हि ज्ञानेन सहस्रं समिधं विदधाते', a torch, and a hand holding a book. The text is in English and Hindi, providing contact information for the ICC members.

**ICC**  
**BHARATI COLLEGE**  
**DELHI UNIVERSITY**  
**(INTERNAL COMPLAINTS COMMITTEE)**

**whom to contact ?**  
**if you face sexual harrasment inside campus**

**YOU CAN CONTACT**  
**ICC Committe Members**

<b>Prof. Anupama Mahajan</b> (Presiding Officer) Professor Contact- 9899909098	<b>Ms. Bhawna Shivan</b> Assistant Professor	<b>Dr Nitin Verma</b> Assistant Professor
<b>DR Kalpana Kataria</b> (Member Secretary) Associate Professor Contact No - 9910350850	<b>Mr. Charanjeet Singh</b> Prof. Assistant, Library	<b>Ms. Aliza Arif</b> 2nd Year Representative B.com (Prog)
	<b>Ms. Preeti Vats</b> Prof. Assistant, Library	<b>Ms. Garima</b> 1st Year Representative

E-mail:- [iccbharati21@gmail.com](mailto:iccbharati21@gmail.com)      insta:- [@icc\\_bharticollege](https://www.instagram.com/icc_bharticollege)