



GOVERNMENT GIRLS' GENERAL DEGREE COLLEGE

7, Mayurbhanj Road, Kolkata - 700023

INTERNAL COMPLIANCE COMMITTEE

YEAR OF INCEPTION: 2018

Assessment Period

2018-2023

NAAC CYCLE 1, 2024

OBJECTIVES OF INTERNAL COMPLAINT COMMITTEE (ICC)

In pursuance to **Supreme Court** and **Ministry of Women & Child Development Directives**, the Government Girls' General Degree College (established on 28 January, 2016) had constituted an Internal Complaints Committee (ICC) for Gender Sensitization and Complaints against Sexual Harassment. The committee shall address discriminatory behavior including Sexual Harassment that they observe or of which they become aware of. The committee will also advise remedial actions including punishment to the offender.

The committee composition consists of representatives from faculty, staff, students, and external NGO representative.

INTERNAL COMPLAINT COMMITTEE (ICC) AND ANTI SEXUAL HARASSMENT CELL

The ICC comprises of the following members:

(Academic Year 2023-2024)

Designation	Name	Contact details
Chair Person	Dr. Syeda Shariqatul Moula Alquadri Principal	Email id. gggdc.coll@gmail.com Contact No. +91 33 2448 1160
Presiding Officer	Dr. Bhaswati Bhattacharyya Associate Professor of Chemistry	E mail id. bhaswati1975@gmail.com Contact No. 9433992424
Members	Dr. Angshuman Sarkar Associate Professor of Sociology	E mail id. Sarkarangshuman2@rediffmail.com Contact No. 9836154633
	Dr. Sampa Sen Associate Professor of Bengali	Email id. sampatheatre@gmail.com Contact No. 9830415238
	Mr. Sovanil Roychowdhury Office staff	Email id. sovanilraychowdhury@gmail.com Contact No. 9836257292
	Sm. Putul Chattopadhyay Office staff	Contact: 9051416637
External Member	Smt. Debjani Ghosh	9836676681 E mail id: debj-ghosh@rediffmail.com
Student Representative	Gousia (B. A)	E mail id: gousiakhan259@gmail.com
	Sana Afreen (B. Sc)	E mail id: afreensana503@gmail.com
	Amisha Sultana (B. Com)	E mail id: sultanaamisha@gmail.com

(Academic Year 2022-2023)

Internal Complaint Committee (ICC) and Anti Sexual Harassment Cell	Chair:	Dr. Syeda Shariqatul Moula Alquadri
	Presiding Officer:	Dr. Madhumita Sen
	Members:	1. Dr. Sampa Sen 2. Dr. Angshuman Sarkar 3. Sri Sovanil Roychowdhury 4. Smt. Putul Chattopadhyay
	External Member:	Smt. Debjani Ghosh
	Members from Students:	1. Shazia Rahman, B. Com. 2. Faika Siddiqui, B.A 3. Saba Afreen, Sociology

(Academic Year 2021-2022)

Internal Complaint Committee (ICC) and Anti Sexual Harassment Cell	Chair:	Dr. Syeda Shariqatul Moula Alquadri
	Presiding Officer:	Dr. Madhumita Sen
	Members:	1. Dr. Sampa Sen 2. Dr. Angshuman Sarkar 3. Pratul Ranjan Chakraborty 4. Smt. Putul Chattopadhyay
	External Member:	Smt. Debjani Ghosh
	Members from Students:	1. Shazia Rahman, B. Com. 2. Faika Siddiqui, English 3. Saba Afreen, Sociology

(Academic Year 2020-2021)

Internal Complaint Committee (ICC) and Anti Sexual Harassment Cell	Chair:	Dr. Syeda Shariqatul Moula Alquadri
	Presiding Officer:	Dr. Madhumita Sen
	Members:	1. Dr. Sampa Sen 2. Dr. Angshuman Sarkar 3. Pratul Ranjan Chakraborty 4. Smt. Putul Chattopadhyay
	External Member:	Smt. Debjani Ghosh
	Members from Students:	1. Shazia Rahman, B. Com. 2. Faika Siddiqui, English 3. Saba Afreen, Sociology

(Academic Year 2019-2020)

Internal Complaint Committee (ICC) and Anti Sexual Harassment Cell	Chair:	Dr. Syeda Shariqatul Moula Alquadri
	Presiding Officer:	Dr. Madhumita Sen
	Members:	1. Dr. Sampa Sen 2. Dr. Angshuman Sarkar 3. Pratul Ranjan Chakraborty 4. Smt. Putul Chattopadhyay
	External Member:	Smt. Debjani Ghosh
	Members from Students:	1. Maimuna Shams, Arabic. 2. Farhana Shams, English. 3. Habiba Akhtar, Sociology.

(Academic Year 2018-2019)

Internal Complaint Committee (ICC) and Anti Sexual Harassment Cell	Chair:	Dr. Syeda Shariqatul Moula Alquadri
	Presiding Officer:	Dr. Madhumita Sen
	Members:	1. Dr. Sampa Sen 2. Dr. Angshuman Sarkar 3. Pratul Ranjan Chakraborty 4. Smt. Putul Chattopadhyay
	External Member:	Ms. Ratnaboli Ghosh
	Members from Students:	1. Maimuna Shams, Arabic. 2. Farhana Shams, English. 3. Habiba Akhtar, Sociology.

POLICY DOCUMENT OF INTERNAL COMPLAINT COMMITTEE (ICC) AND ANTI SEXUAL HARASSMENT CELL



GOVERNMENT GIRLS' GENERAL DEGREE COLLEGE
7, Mayur Bhanj Road, Kolkata - 700023

Policy Statement on Zero Tolerance towards Sexual Harassment and Ragging

The Government Girl's General Degree College, Kolkata is committed to create and maintain a community with *zero tolerance* towards sexual harassment or harassment due to ragging. Our educational institute is dedicated to facilitate an environment in which students, teachers and non-teaching staff can work together with utmost satisfaction.

In pursuance of this commitment, the college formed an Anti- Ragging Committee and Internal Complaints Committee as per the UGC norms. The committee can entertain any sort of complaints against act of ragging or sexual harassment incidences on the campus or off the campus extending to hostels, Legal aid or NSS camps, field visits, excursions and anyother activity organized by the institute including the period of travelling.

The Institute provides a mechanism, by which such complaints can be dealt with as per statutory requirements through the respective committees. Any complaint made to the committee is taken up and sorted out with utmost seriousness. The committee conducts periodical meetings to review for its over-all working for every academic year.

In addition to this, the committee also organize awareness and sensitization programmes for college students as well as public awareness in general. Such programmes may include, street play by college students, guest lectures, workshops, etc. The institute always complies with all other details as set out under various provisions of the respective enactments and Rules framed there under so as to ensure zero tolerance towards any act of ragging or sexual harassment.




Principal
Government Girls' General
Degree College
Kolkata

POLICY STATEMENT OF ANNUAL GENDER SENSITISATION ACTION PLAN



GOVERNMENT GIRLS' GENERAL DEGREE COLLEGE
7, MayurBhanj Road, Kolkata - 700023

ANNUAL GENDER SENSITIZATION ACTION PLAN

The present decade is marked by an increasing awareness of the necessity of women's empowerment, for it plays an important role in the development of a country. Higher education for women has become a policy agenda for many developing nations including India. Government of West Bengal has also taken various steps to enhance women's position by means of education. Establishment of this Government College for Girls at Mominpur - Ekbalpur locality, Kolkata is a part of this endeavour. The college is committed to spread and improve the quality of education among all sections of women in the society. The college visualizes the academic and intellectual development, moral uplift, social commitment, cultural refinement of the upcoming generation. To reach the vision it is conceived that Women Empowerment and gender equality should be one of the prime concerns of this institute in Kolkata.

Annual gender sensitization action plan is therefore formulated to conduct various gender sensitization activities on regular basis.

Objective: To promote gender equality, inclusiveness, tolerance, harmony among the students and the staff leading to women empowerment.

Annual Gender Sensitization Action Plan:

- ✦ To create a safe, secure and healthy environment for ensuring gender equality and to confirm respectful and dignified behavior at all levels.
- ✦ Conduct awareness programmes for the girls students regarding self-defense, Aids awareness, Female Foeticide, etc.
- ✦ Promoting activities pertaining to Health, Cleanliness, Personal Hygiene, and Nutrition.
- ✦ To conduct induction and the orientation programmes for the students to promote gender sensitization.
- ✦ To conduct activities for students regarding Entrepreneurship Development and Career Enhancement
- ✦ To arrange counseling sessions of the experts for addressing issues like Depression, Frustration arising out of failures
- ✦ To organize workshops related to cybercrime, safety and security
- ✦ To provide adequate guidance and assistance regarding the scholarship benefits and studentships along with book grant facilities
- ✦ To review the minutes and the action taken reports of the Internal Complaint Committee, Anti-Sexual Harassment Committee, Grievances Redressal Committee and ensure redressals in time.
- ✦ To prepare and deploy Student's code of conduct that promotes gender equality at the governance level.
- ✦ To conduct regular problem-solving, counseling and encouragement through the Guardian Teacher meets.
- ✦ To encourage girls students to join NSS and ensure equal rights and participations in regular cultural activities.
- ✦ To follow "No Discrimination Policy" in all areas of academic and administrative matters.

IQAC Coordinator

Co-ordinator
IOAC



Officer-in-Charge Principal
GGGDC, Kolkata
Government Girls' General
Degree College
Kolkata

LIST OF ACTIVITIES

Session 2018 - 2024

Session	Date	Sl. No	Event Details
2018-19	15.03.2019	1	First meeting of ICC Committee
		2	Gender Sensitization Program
	29.03.2019	3	a One-Day Gender Sensitization Workshop
2019-20	03.09.2019	1	Meeting of ICC Committee
	12.09.2019	2	A Student Presentation Program on 'Women's Issues'
2020-21	12.09.2020	1	A National Level Webinar on "Transcending Patriarchal Boundaries: Challenges in the 21st Century"
	13.02.2021	2	Webinar on "Some concerns and misconceptions about ICC"
2021-22	-		-
2022-23	28.02.2023	1	Meeting of ICC Committee
		2	A Talk on "As Per Visakha Guidelines, role of Internal Complaints Cell in protecting women's right and dignity"
	08.03.2023	3	"International Women's Day" was observed
2023-24	20.01.2024	1	Meeting of ICC Committee
		2	An Interactive Programme for the Students on GENDER-SENSITISATION

ACTIVITIES OF ICC FOR THE ACADEMIC YEAR 2018-19

NOTICE OF EKBALPUR POLICE STATION TO GGGDC

From
The Officer-in-Charge
Ekbalpore Police Station,
Ekbalpore, Kolkata- 23


To
Officer-in-Charge
The Govt. Girls' General Degree College,
7, Mayur Bhanj Road,
Kolkata – 23

Reference : Notice under Sexual Harassment of Woman Work place (prevention prohibition and redressal) Act 2013.


Reference above you are hereby requested to submit the following information to the undersigned by

Sr. No.	P.S. Name	Name and Address of the Organisation with contact details	No. of Employees (Male & Female)	Whether ICC (Internal complaints committee) constituted or not	If constituted the name of the concerned person with phone no.	Whether annual report submitted or not	Disposal/ Pending / Nature of action taken of complaints
	Ekbalpore	Govt. Girls' General Degree College, Ekbalpore Contact detail: 033- 2448 1160 033- 2448 1171 Email ID: gggdc.coll@gamil.com	Teaching Staffs: M : 08 F : 20 Non-Teaching Staffs: M : 05 F : 02	Exists	Dr. Madhumita Sen (Associate Professor in Sociology) Contact Details: 9830663321	Submitted to the OIC	N/A

Your earliest co-operation is solicited.


 12/3/18
 Officer-in-Charge
 Govt. Girls' General Degree
 College, Ekbalpur
 Kolkata

**REPORT TO THE ACP OF POLICE PORT DIVISION
REGARDING DETAILS OF ICC COMMITTEE**



GOVT. GIRLS' GENERAL DEGREE COLLEGE
7, Mayur Bhanj Road, Kolkata - 700 023
Telephone No. : 033-2448-1160, 033-2448-1171
E-mail : gggdc.coll@gmail.com
Website : www.govtgirlsekalpur.com

Ref. No. : 668/667 G.D.C. Date : 01.06.2018

To
K.A. Hashmi
Assistant Commissioner of Police (I)
Port Division, Kolkata

Reference: Memo No: ROP (I) 867 Dated 22.05.2018
Notice under Sexual Harassment of Woman Work place (prevention prohibition and redressal) Act 2013.

Sl. No.	P.S. Name	Name and Address of the Organisation with contact details	No. of Employees (Male & Female)	Whether ICC (Internal complaints committee) constituted or not	If constituted the name of the concerned person with phone no.	Whether annual report submitted or not	Disposal/ Pending / Nature of action taken of complaints
1	Ekbalpore	Govt. Girls' General Degree College, Ekbalpore Contact detail: 033- 2448 1160 033- 2448 1171 Email ID: gggdc.coll@gamil.com	Teaching Staffs: M : 08 F : 20 Non-Teaching Staffs: M : 05 F : 02	Exists	Dr. Madhumita Sen (Associate Professor in Sociology) Contact Details: 9830663321	Submitted to the OIC	N/A

Your earliest co-operation is solicited.


 Officer-in-Charge
 Officer-in-Charge
 Government Girls General Degree College
 Kolkata

Annual Report of ICC for the year 2018-19 To Police Station

Annual Report pursuant to Section 21 of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 for the year ended 31st December, 2018

a.	No. of complaints received during the year	:	NIL
b.	No. of complaints disposed off during the year	:	NIL
c.	No. of cases pending for more than 90 days	:	NIL
d.	No. of workshops / awareness programmes held during the year against sexual harassment	:	10
e.	Nature of action taken by the Employer/DO	:	Not Applicable

Place: Kolkata


Date: 15.01.2019

For TIL LIMITED



Authorized Signatory

FIRST MEETING NOTICE OF ICC



GOVT. GIRLS' GENERAL DEGREE COLLEGE
Sector 17, Kolkata - 700012
Telephone No. 033-2448-1160, 033-2448-1171
Email: gggdc.ckk@gmail.com
Website: www.govtgirlscollege.org

1069(A)/GGDC
To, 12/03/2019

.....
**Member, ICC,
Government Girls' General Degree College,
Ekbalpore, Kolkata-23**

Madam/ Sir,

A Meeting of ICC has been scheduled on 15/03/2019 (Friday) at 12 noon.
You are requested to attend the meeting at the ICC Room of the College.


12/3/19
Officer-in-Charge

Officer-in-Charge
Government Girls General
Degree College
Kolkata

Invitation letter for External Member of ICC (2018-19)

To,
Ms. Ratnabali Roy,
Director
Founder & Managing Trustee
Anjali

Sub: Member of ICC (Internal Complain Committee)

Respected Madam,

We request you to kindly be a member of the Internal Complain Committee of our College. We shall be extremely thankful if you kindly give consent and oblige.

Thanking you in anticipation of your co-operation.

Yours Sincerely,

Alpanda 01/02/18

Officer-in-Charge

Officer-in-Charge

Government Girls General
Degree College
Kolkata

MEMBERS PRESENT AT THE FIRST ICC MEETING

Internal Complain Committee

Attendance at the Meeting

1. Chair: Dr. Syeda Shariqatul Moula Alquadri *Alquadri 15/3/19*
2. Presiding Officer: Dr Madhumita Sen *Sen 15/3/19*
3. Members :
 - a) Dr. Sampa Sen → *Sampaden 15.3.2019.*
 - b) Dr. Angshuman Sarkar *Angshuman Sarkar 15.3.2019*
 - c) Sri Protul Ranjan Chakraborty - *Chakraborty 15/3/19*
 - d) Ms Putul Chattopadhyay *Putul Chattopadhyay 15/03/19*
4. Member from NGO : Ms. Ratnabali Ray - *Ratnabali Ray 15/03/19.*
- 5 Members from Students:
 - a) Maimuna Shams *Maimuna Shams 15/03/19*
 - b) Farhana Shams *Farhana Shams 15/03/19*
 - c) Habiba Akhtar

MINUTES OF THE FIRST ICC MEETING

13/3/2019

MEETING OF ICC HELD ON 15.03.2019 AT PRINCIPAL'S CHAMBER AT 12 NOON.

Minutes

1. It is mandatory to **conduct awareness programs** at regular intervals.
2. Ratnabali Roy **explained what is ICC.**
3. All the **members should have a copy of the law** regarding sexual harassment, if necessary, translated in Bengali/English/urdu /
4. All need to have the **clarity of the laws.** This has to be done by legal experts of this field.
5. The **college(organisation) need to customise and formulate the laws /rules in accordance to its internal situation.** (How much time to be permitted to the victim to come up with the complaint. Whether there should be a internal disciplinary committee before reaching the ICC, etc.)
6. Emphasis on the word "**unwelcome**".
7. **Two issues need to be tackled simultaneously:** "Complains received" and "eliminating the possibilities of receiving complains".
8. **Names of the committee members need to be displayed publicly,** so that complainant, if necessary, may contact over telephone.
9. **Displaying Posters** on sexual harassment. The ICC need to take decision regarding the display/**PATTERNS/CATCHWORDS/LANGUAGES** etc.
Example: This institution has "zero" tolerance about sexual harassment:
10. Even in women's colleges, such situations may arise and there are no reason to be happy and contented about the environment as free from any offence. (the pseudo feeling that we are protected)
11. The two issues need to be addressed: **Possibility of sexual harassment and actual sexual harassment.**
12. **Awareness discussions** need to be initiated.
13. **The law is gender neutral** and not directed against men.
14. **Workplace is a professional space.** It is the responsibility of all to protect the professionalism of the space.
15. There is a **stigma** about ICC. Awareness programs can help overcoming that psychological constraints.

REPORTS OF ICC



MEMBERS OF ICC IN THE COLLEGE

ICC of Government Girls' General Degree College, 7, Mayurbhanj Road, Kolkata, organized

1. **Gender sensitization program on 15th March, 2019**. Our speaker was Ms. Ratnaboli Ray, Director, Founder & Managing Trustee, *Anjali*. She mentioned about the necessity of gender awareness among the members of every Institution.

There are misconceptions regarding our role, our code of conduct within the Institutional premises. She referred to the Act of 2013 and discussed the increasing relevance in today's world.

The session was a vibrant one through interactions, inquiries and suggestive customisations.



FELICITATION OF DR. RATNABOLI ROY BY
DR. SENJUTI GUPTA, FACULTY MEMBER,
DEPT. OF ECONOMICS

One-day Gender Sensitization Workshop details

Government Girls' General Degree College, Kolkata

7 Mayur Bhanj Road , Kolkata 700023

One-Day Gender Sensitisation Workshop

Organised by

ICC in collaboration with Seminar Sub Committee

Date :29 03.2019

Time: 10:30 a.m – 4:30 p.m

The Workshop intends to highlight the following:

1. The Meaning, Structure, Role and Importance of ICC as an effective tool while dealing with sexual harassment at workplace;
2. The Legal Provisions.
3. The Constraints and Limitations.

Resource persons:

1. Dr Soma Ghosh, Pricipal, Hiralal Majumdar Memorial College, Dakshineswar.

Topic: ICC from the Administrator's Point of View.

2. Dr. Chandramalli Sengupta, Associate Professor in Bengali, Ashutosh College, Kolkata.

Topic: Identifying Non-Physical Sexual Harassment and provisions in the Law.

3. Dr. Molly Ghosh, Associate Professor in Political Science, Rashtraguru Surendra Nath College , Barrakpore.


Topic: Workplace Harassments and the legal Implications


One-Day Gender Sensitization Workshop Details

Gender Sensitisation Workshop	
Programme 29.03.2019	
Time	Event
10:30 am – 11:30 am	REGISTRATION
11:30 – 12.00 pm	<p>Inaugural Session</p> <p>Welcome Address- Dr. S. S. M. Alquadri, O.C, Govt. Girls' General Degree College, Kolkata.</p> <p>Modalities of Feedback Session – Dr. M. Sen, Presiding Officer, ICC, Govt. Girls' General Degree College.</p> <p>Introduction and Felicitation of Resource Persons</p>
12.00 pm – 12.45 pm	<p>Interactive Session – I</p> <p>Dr. Soma Ghosh , Principal, Hiralal Mazumdar Memorial College, Dakshineswar Topic : ICC from Administrator's point of view</p>
1.00 pm- 1.45 pm	<p>Interactive Session – II</p> <p>Dr. Chandramalli Sengupta, Associate Professor of Bengali, Ashutosh College, Kolkata. Topic : Identifying Non-Physical Harrassment and provisions in the Law.</p>
2.00 p.m – 2:30 pm	Lunch Break
2:30 p.m.- 3:15 pm	<p>Interactive Session – III</p> <p>Dr. Molly Ghosh, Associate Professor of Political Science, Rastraguru Suredranath College, Barrackpore Topic – Workplace Harrassments and the legal implications.</p>
3.30 p.m. - 4.15 p.m	<p>Feedback Session</p> <p>Representation from Groups</p>
4.15p.m- 4.30p.m.	<p>Valedictory Session</p> <p>Vote of Thanks & Distribution of Certificates</p>

Invitation Letter to The Resource Person

o/e


सत्यमेव जयते

 **GOVT. GIRLS' GENERAL DEGREE COLLEGE**
7, Mayur Bhanj Road, Kolkata - 700 023
Telephone No. : 033-2448-1160, 033-2448-1171
E-mail : gggdc.coll@gmail.com
Website : www.govtgirlsekalpur.com

Ref. No. : 1103/9990e

Date : 26/03/2019

Dr.Soma Ghosh
Principal,
Hiralal Majumdar Memorial College, Dakshineswar.

Madam,

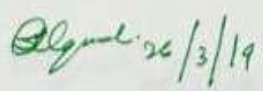
We feel privileged to invite you as a resource person for the One-Day Workshop on 'Gender Sensitisation' to be held on 29th March, 2019 . This is part of Gender Sensitisation Initiatives of our ICC.

Your session has been scheduled at 11:00 in the morning.

We are thankful for ^{your} consent to be here with us to share your ideas on the Issue.

Thanking you once again,

Yours sincerely



Dr.S.S.M.Alquadri
Officer-in-Charge
Government Girls General
Degree College
Kolkata

Invitation Letter to the Resource Person



GOVT. GIRLS' GENERAL DEGREE COLLEGE

7, Mayur Bhanj Road, Kolkata - 700 023

Telephone No. : 033-2448-1160, 033-2448-1171

E-mail : gggdc.coll@gmail.com

Website : www.govtgirlsekbalpur.com

Ref. No. : 1102/9900E

Date : 26/03/2019

Dr. Molly Ghosh

Associate Professor,

Rashtraguru Surendra Nath College, Barrakpore.

Madam,

We feel privileged to invite you as a resource person for the One-Day Workshop on 'Gender Sensitisation' to be held on 29th March, 2019 . This is part of Gender Sensitisation Initiatives of our ICC.

Your session has been scheduled at 2:00 in the afternoon.

We are thankful for your consent to be here with us to share your ideas on the Issue.

Thanking you once again,

Yours sincerely

Signature 26/3/19

Dr.S.S.M.Alquadri
Officer-in-Charge
Government Girls General
Degree College
Kolkata

Invitation Letter to The Resource Person



GOVT. GIRLS' GENERAL DEGREE COLLEGE

7, Mayur Bhanj Road, Kolkata - 700 023

Telephone No. : 033-2448-1160, 033-2448-1171

E-mail : gggdc.coll@gmail.com

Website : www.govtgirlsekalpur.com

ofe

Ref. No. : 1104/GGGDC

Date : 26/03/2019

Dr. Chandramalli Sengupta
Associate Professor in Bengali,
Ashutosh College, Kolkata.

Madam,

We feel privileged to invite you as a resource person for the One-Day Workshop on 'Gender Sensitisation' to be held on 29th March, 2019 . This is part of Gender Sensitisation Initiatives of our ICC.

Your session has been scheduled at 12:00 noon.

We are thankful for your consent to be here with us to share your ideas on the Issue.

Thanking you once again,

Yours sincerely

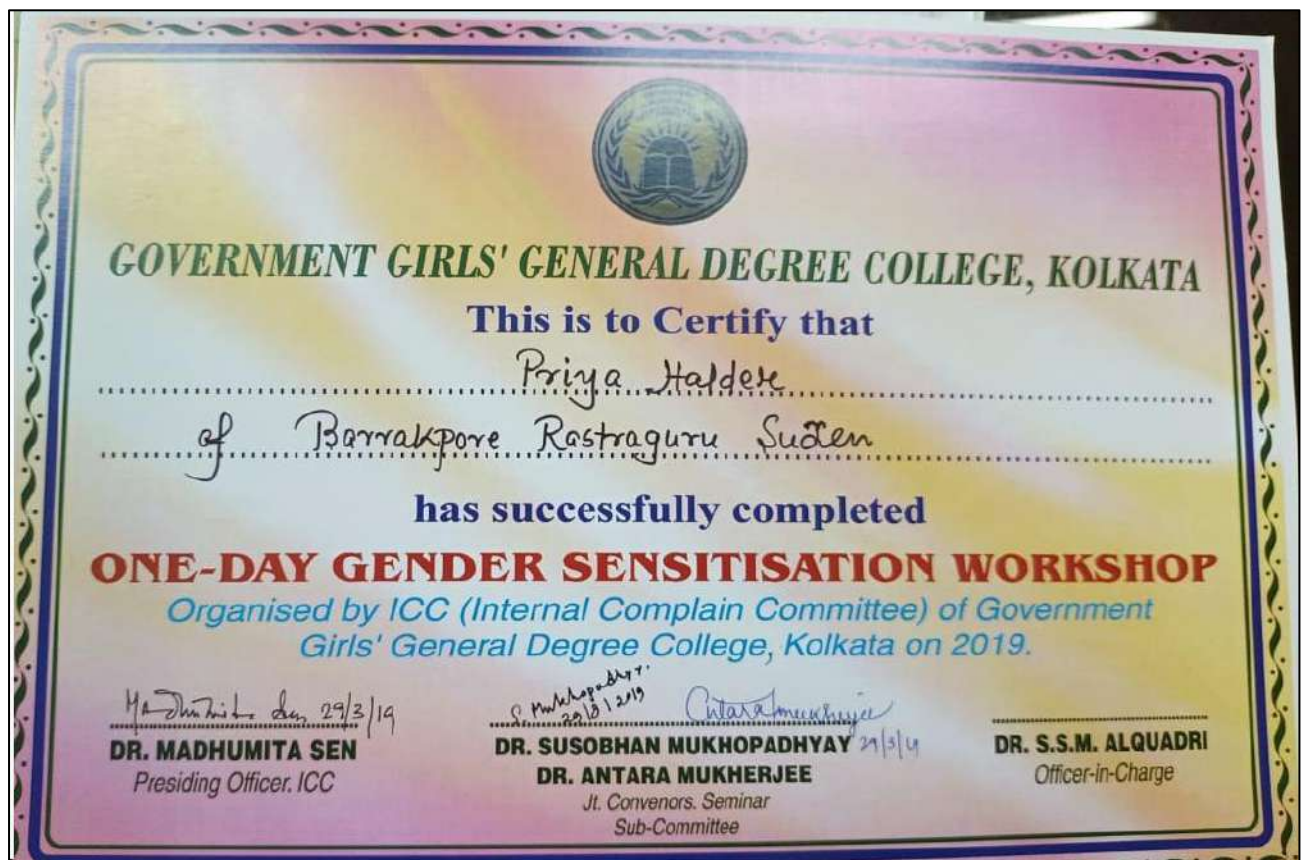
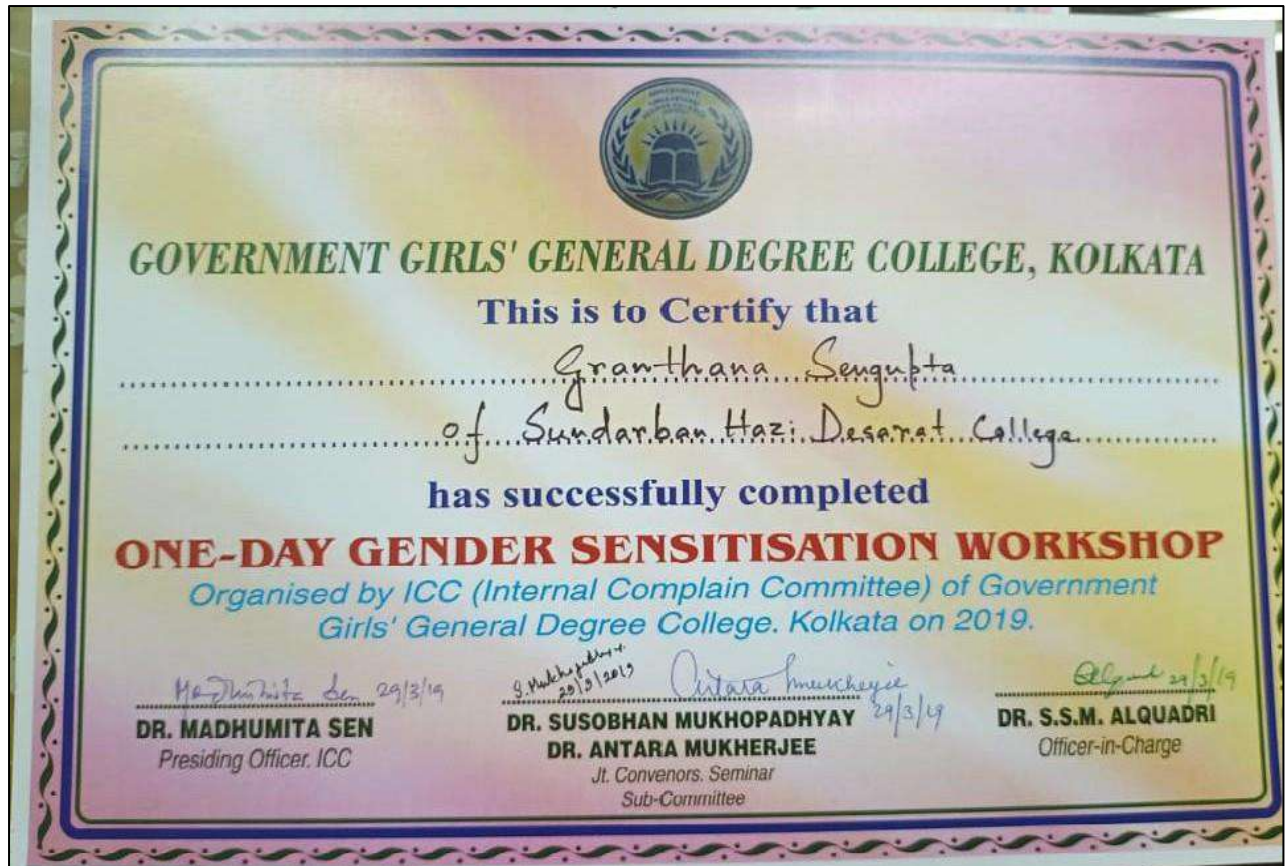
Signature 26/3/19

Dr.S.S.M.Alquadri

Officer-in-Charge

Officer-in-Charge
Government Girls General
Degree College
Kolkata

SAMPLE COPY OF THE CERTIFICATE



REPORT OF GENDER SENSITISATION WORKSHOP

2. One-day Gender Sensitization Workshop was organised on 29th March, 2019.

Our speakers were:

- Dr.Soma Ghosh, Principal, Hiralal Majumdar Memorial College, Dakshineswar ;
- Dr Chandramalli Sengupta, Associate Professor in Bengali, Ashutosh College, Kolkata;
- Dr. Molly Ghosh, Associate Professor in Political Science, Rashtraguru Surendra Nath College, Barrakpore.

The focus was explicitly on 'The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. The sessions were conducted in interactive mode, answering, discussing and explaining different provisions mentioned in the Act. Feedback session was designed to get suggestions from the participants present from colleges, schools and Offices in and around Kolkata. The Workshop was successful in all possible parameters; generating awareness, the composition of the participants, both male and female, reference to problems of varied nature faced in actuality, many constructive suggestions.

In our future programs on Gender Sensitisation Initiatives, we intend to address the feedback we collected from the Workshop.



**DR. ANTARA MUKHERJEE ,
FACULTY MEMBER, DEPT. OF
ENGLISH AND JOINT CONVENER,
SEMINAR SUB COMMITTEE
ADDRESSING THE AUDIENCE IN
ICC WORKSHOP**



**DISTINGUISHED FACULTY MEMBERS FROM
DIFFERENT COLLEGES IN THE ICC WORKSHOP**

ACTIVITIES OF ICC FOR THE ACADEMIC YEAR 2019-20

NOTICE STUDENT PRESENTATION PROGRAM ON WOMEN'S ISSUE OF ICC

NOTICE

Date:04-09-2019

This is for general information that a student presentation program on 'women's issues' will be organised by ICC on 12th September,2019 at 1:00 p.m. Student may choose any topic related to women's issues. There will be either single or joint presentation from each department. Certificates will be awarded to all presenters. All H.O.Ds are requested to submit the name/names of participant/s to Dr. Antara Mukherjee or Dr. Mumu Chakraborty by 7th September, 2019. Participant/s may opt for PPT presentation.

The duration of the presentation need to be within six minutes.

AM 4/9/19

Convenor ICC

Alquadi 4/9/19

Dr. Syeda S.M. Alquadi
Officer-in-charge
Officer-in-Charge
Government Girls' General
Degree College
Kolkata

MEMBERS PRESENT AT THE MEETING

Members Present at the ICC meeting held on 3/9/19.

Eyada Sharifullah Mouda Alqud 3/9/19

Sampaden 3/9/19.

Mumu Chakrabarty, 3/9/19

Antara Munnayir 3/9/19.

Chakrabarty 3/9/19

Putul Chatterjee

Halika Akter 3/9/19

Angshuman Saman 3/9/19

M. Samir Khan 3/9/19

MINUTES OF THE MEETING

Minutes of the meeting held on 03/09/2019

- 1) Student's presentation on 12th September, 2019 on "Women's issues".
- 2) The students may present in Hindi, English or Bengali.
- 3) Time for each presentation is 6 minutes.
- 4) Students may use power point.
- 5) Professor Gopa Datta will be the chair in the program.
- 6) Notice will be issued immediately in this regard.
- 7) Departments (14 departments) will select / decide the student who will present.
- 8) The last date of submission by the student/s to the departments may be fixed by the respective department.
- 9) 1 presentation per department.
- 10) Date of submission of the final write-up 07/09/2019:
 - a) Dr Antara Mukherjee
 - b) Dr Mumu Chakraborty.
- 11) Certificate to be issued to the presenters.

Report on

Students' presentation on “Women's Issues”

As a part of Gender Sensitisation Initiative, a students' presentation seminar was organised by ICC of our College on September 12, 2019. Prof. Tanuja Majumdar, Dean, Humanities & Social Sciences, Presidency University, Chaired the sessions. Students of twelve departments presented their observations on diverse issues of women in society. Each of them focused on the issue from unique perspectives. They were extremely organised, brief in their approach and confident in their presentations.



INVITATION LETTER TO THE RESOURCE PERSON

R/C



GOVT. GIRLS' GENERAL DEGREE COLLEGE

7, Mayur Bhanj Road, Kolkata - 700 023

Telephone No. : 033-2448-1160, 033-2448-1171

E-mail : gggdc.coll@gmail.com

Website : www.govtgirlsekalpur.com

Ref. No. : 1376/666DC

Date : 12/09/2019

To

Prof. Tanuja Majumdar

Professor, Department of Hindi &

Dean of Humanities and Social Sciences,

Presidency University, Kolkata

11.09.2019

Dear Madam,

We are honoured to invite you to chair a 'students'-presentation seminar' organized by ICC of the College as part of awareness program regarding gender issues.

The theme this time is 'Women's issues'. Our students are preparing their presentations with all enthusiasm and sincerity.

We are thankful for your consent and awaiting your gracious presence.

Thanking you,

Yours sincerely

Syeda S.M. Aiquadri 11/9/19

Dr. Syeda S.M. Aiquadri

Officer-in-Charge

Officer-in-Charge
Government Girls' General
Degree College
Kolkata

Received
T. Maj -
11/9/19.

LETTER OF ACP OF POLICE TO NODAL OFFICER OF GGGDC

From : AC (I), PD

&

Assisting Nodal officer as per Sec 6(2) of the Sexual Harassment
of Women at work place (Prevention, Prohibition and Redressal) Act 2013.

To : Mr. / Mrs. Dr. Madhumita Sen
Govt. Girls General Degree College
7, Magur bhaj Road, Kol-23

Kindly furnish the details of the complaint of Sexual Harassment of Women at work place (Prevention, Prohibition and Redressal) Act 2013 at your organisation if any then nature of disposal by your end alongwith the Annual Report of 2018 regarding such complaint if any.


Your earliest co-operation is solicited.




(K. A. Hashmi)
Assistant Commissioner of Police (I)
Port Division, Kolkata

04/03/19
Assistant Commissioner of Police-I
Port Division, Kolkata

LETTER TO ACP OF POLICE FROM NODAL OFFICER OF GGGDC


सत्यमेव जयते

**GOVT. GIRLS' GENERAL DEGREE COLLEGE**
7, Mayur Bhanj Road, Kolkata - 700 023
Telephone No. : 033-2448-1160, 033-2448-1171
E-mail : gggdc.coll@gmail.com
Website : www.govtgirlsekalpur.com

F. No. 30/3/2019
30/3/19

Ref. No. : 999/2019/100/02 Date : 30/3/2019

To:

Mr. K.A Hashmi 30.03.2019

Assistant Commissioner of Police (I) &
Assistant Nodal Officer as per Sec 6(2) of SH of Women at work place (Prevention, Prohibition and Redressal) Act 2013
Port Division, Kolkata.

Re: Compliance of Annual Report pursuant to Section 21 of Sexual Harassment of Women at Workplace (PP&R) Act, 2013 for the year ended 31st December, 2018.

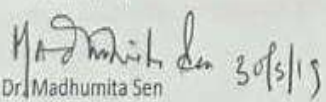
Sir,

Pursuant to Section 21 of Sexual Harassment of Women at Workplace (PP&R) Act, 2013, we are enclosing herewith the Annual Report with respect to the complaints received by the ICC of Government Girls' General Degree College and their redressal during the year ended 31st, 2018 for your information and record.

Kindly acknowledge and oblige.

Thanking you


Yours Sincerely


Dr. Madhumita Sen 30/3/19

Presiding Officer, ICC

Please find enclosed the Report.

ANNUAL REPORT OF ICC TO ACP OF POLICE


GOVT. GIRLS' GENERAL DEGREE COLLEGE
7, Mayur Bhanj Road, Kolkata - 700 023
Telephone No. : 033-2448-1160, 033-2448-1171
E-mail : gggdc.coll@gmail.com
Website : www.govtgirlsekalpur.com

Ref. No. : 9992e/icc/02-1
Date : 30/3/2019

To,
K.A Hashmi
Assistant Commissioner of Police (I) &
Assistant Nodal Officer as per Sec 6(2) of SH of Women at work place (Prevention, Prohibition and Redressal) Act 2013
Port Division, Kolkata.

30.03.2019

1. Number of complaints received during this year	One
2. No of complains disposed during the year	One
3. No cases pending more than ninety days	NIL
4. No. of awareness programs held	Two
5. Nature of action taken by the employer :	

It was decided in the ICC Meeting held on 15th March at OIC's chamber (at 12noon) that College will display Do's and Don'ts at all important visible places of the College premises. The College will organize awareness programs throughout the year and at regular intervals. A copy of the Act has been distributed among the faculty and all other staff of the College.
The attitude of the offender has been strictly condemned by all the members present and the committee decided to make him aware and cautious so that he must not repeat such attitude in future. The Committee expects him to follow the guidelines of the Act for maintaining a congenial atmosphere in the College premises.

[Signature]
ICC Presiding Officer 30/3/19

[Signature]
30/3/19
Officer-in-Charge
Government Girls' General
Degree College
Kolkata

ACTIVITIES OF ICC FOR THE ACADEMIC YEAR 2020-21

Report on

Webinar on “Transcending Patriarchal Boundaries: Challenges in the 21st Century”

Webinar held on 12th September 2020 from 11:00 A.M. onwards. It was a collaborative academic endeavor organized by The Internal Complaints Committees of Government Girls' General Degree College, Ekbalpur, West Bengal State University and Hiralal Mazumdar Memorial College For Women, Dakshineswar. Professor Basab Choudhury, V.C. West Bengal State University, delivered the inaugural speech, followed by welcome address by Syeda Shariqatul Moula Alquadri, OIC of Government Girls' General Degree College, Ekbalpur. Dr. Sutapa Chatterjee Sarkar, ICC coordinator of WBSU delivered the Introductory note. Esteemed Keynote speaker was Smt. Sanchita Sarkar, Additional District and Session Judge. The esteemed speakers were Dr. Sudeshna Mukherjee, Associate Professor of Centre for Women's Studies, Bangalore University and Dr. Madhumita Sen, ICC coordinator of Government Girls' General Degree College, Ekbalpur. Valedictory session was conducted by Dr. Soma Ghosh, Principal, HMM College for Women followed by vote of thanks by Dr. Rupa Sen, ICC coordinator of HMM College for Women. The program was attended by large number of registered participants.



Resource person for the Webinar



Resource person for the Webinar



Convenor for the Webinar- Dr. Madhumita Sen

ACTIVITIES OF ICC FOR THE ACADEMIC YEAR 2021-22

Invitation letter for External Member of ICC (2021-22)



GOVT. GIRLS' GENERAL DEGREE COLLEGE

7, Mayur Bhanj Road, Kolkata - 700 023

Telephone No. : 033-2448-1160, 033-2448-1171

E-mail : gggdc.coll@gmail.com

Website : www.govtgirlisekbalpur.com

Ref. No. : 1956/GGGDC

Date : 27/09/2021

To

Smt. Debjani Ghosh

Advocate

Partner, Victor Moses and Company

6, Old Post Office Street, Ground Floor

Kolkata 700001

Sub: Request for being part of the ICC (Internal Complaint Committee)

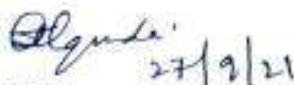
Respected Madam,

We request you to kindly be a member of the ICC of our College. We shall be extremely thankful if you give your consent and oblige.

Thanking you in anticipation of your cooperation.

Thanking you

Yours sincerely


27/9/21

Principal

Principal
Government Girls' General
Degree College
Kolkata

ACTIVITIES OF ICC FOR THE ACADEMIC YEAR 2022-23

GOVT. GIRLS' GENERAL DEGREE COLLEGE
7, Mayur Bhanj Road, Kolkata - 700023

Memo. 267/01/02/2023/office

Date: 27/02/2023

NOTICE

This is for general information that a Talk on "The role of internal complaints cell in protecting women's right and dignity" will be held on Tuesday 28th February 2023 at 1.30 p.m. in Lecture Hall -2. All the faculty members with their students are requested to be present positively in this Talk.


Principal

Government Girls' General Degree College
Kolkata

Principal
Government Girls' General
Degree College
Kolkata

MEETING NOTICE OF ICC TO EXTERNAL MEMBER



For ICC Notice Book

GOVT. GIRLS' GENERAL DEGREE COLLEGE

7, Mayur Bhanj Road, Kolkata - 700 023

Telephone No. : 033-2448-1160, 033-2448-1171

E-mail : gggdc.coll@gmail.com

Website : www.govtgirlsekalpur.com

Ref. No. : 2882/A/AGADC

Date : 21/2/2023

To

.....
Smt. Debjani Ghosh

Member, ICC

Government Girls General Degree College, Ekbalpur

20.02.2023

Sub: Request to attend the meeting of ICC.

Agenda: to discuss the status and function of ICC in our College.

Madam/Sir,

I request you to kindly attend a meeting of ICC, scheduled on Tuesday, 28th February, 2023, at my chamber.

I also request you be present at the seminar organised by ICC of our College as a part of Gender Sensitisation initiative.

The meeting has been scheduled at 1 p.m. on Tuesday, 28th February, 2023.

Thanking you,

Yours sincerely

.....
Dr. Syeda S. Mousa Alquadrin


Dr. Syeda S. Mousa Alquadrin

Principal

Government Girls General Degree College, Ekbalpur

Principal
Government Girls' General
Degree College
Kolkata

MEETING NOTICE OF ICC TO INTERNAL MEMBER


सत्यमेव जयते

Copy

GOVT. GIRLS' GENERAL DEGREE COLLEGE
7, Mayur Bhanj Road, Kolkata - 700 023
Telephone No. : 033-2448-1160, 033-2448-1171
E-mail : gggdc.coll@gmail.com
Website : www.govtgirlsekalpur.com

Ref. No. : Date :

To:

Smt. Prital Chattopadhyay
Member, ICC
Government Girls General Degree College, Ekbalpur

20.02.2023

Sub: Request to attend the meeting of ICC.

Agenda: to discuss the status and function of ICC in our College.

Madam/Sir,

I request you to kindly attend a meeting of ICC, scheduled on Tuesday, 28th February, 2023, at my chamber.

I also request you be present at the seminar organised by ICC of our College as a part of Gender Sensitisation initiative.

The meeting has been scheduled at 1 p.m. on Tuesday, 28th February, 2023.

Thanking you, *Prital Chattopadhyay*

Yours sincerely

Alquardri 21/2/23
Dr. Syeda S.Moula Alquardri
Principal
Government Girls General Degree College, Ekbalpur
Principal
Government Girls' General
Degree College
Kolkata

MEMBERS PRESENT AND MINUTES OF THE MEETING

Minutes of the Meeting held on 28/02/2023

1. Syeda Sharigatul Moula Alqam. 28/2/23
2. Debjani Ghosh
3. Angshuman SARKAR. 28/2/2023
4. Sovanil Roychowdhury 28/2/2023
5. Potal Chattopadhyay 28/02/2023
6. Sajja Rahaman 28/2/2023 (Student)

MINUTES REPORT OF THE MEETING

Minutes of the ICC Meeting held on 28.02.2023

From our college end, we explained all the physical arrangements we have in our college premises. For example, the room, the letter box, etc.

We requested the external member, Smt. Debjani Ghosh, to inspect the existing physical provisions.

Regarding students' representation in the committee, Smt. Ghosh suggested to frame a by-law through a back-dated (the date of inception of the committee) resolution in favour of inclusion.

Smt. Ghosh specifically mentioned that ICC is a very specialised committee for a very specific purpose. ICC can not punish anyone. ICC, after due investigations (the procedure through 90 days) will recommend the resolutions in the report and send to the appropriate higher authority.

Co-optation of Sri Sovanil Roychowdhury as a member of the ICC from today, the 28th February onwards.

Smt. Ghosh enquired if any complain has been lodged ever from the inception of ICC in this institution.

Smt. Ghosh explained the provisions of the SSI Act as well.

NOTICE OF ICC ON THE TALK “THE ROLE OF ICC IN PROTECTING WOMEN’S RIGHT AND DIGNITY”

GOVT.GIRLS'GENERAL DEGREE COLLEGE
7, Mayur Bhanj Road, Kolkata - 700023

Memo. 2. 68/2023/DE/office
Date: 28/2/2023


NOTICE

This is for general information that a Talk on “The role of internal complaints cell in protecting women’s right and dignity” will be held on Tuesday 28th February 2023 at 1.30 p.m. in Lecture Hall -2. All the office staff are requested to be present in this Talk.

S. S. Saha
Principal 28/2/23
Government Girls' General Degree College
Kolkata

FLYER OF THE PROGRAM

internal.complaints.committee.org



GOVT. GIRLS' GENERAL DEGREE COLLEGE, EKBALPUR
presents
A Talk
on
“AS PER VISHAKHA GUIDELINES, THE ROLE OF INTERNAL COMPLAINTS CELL IN PROTECTING WOMEN'S RIGHT AND DIGNITY”
Organised by
Internal Complaints Committee
Resource person
Dr.Nandini Bhattacharya, Associate Professor of History, Calcutta Girls' College

Time & Date: **Tuesday, February 28th, 2023 at 1:30 p.m.**
Venue: **Lecture hall 2**

You are all cordially welcome

s://mail.google.com/mail/u/0/?tab=rm&ggpt#inbox&KtbtLxGWzJdltKtIqFwQVdWFKzDzDpQsco?projector=1&messagePartId=0.1 1/1

REPORT on

**As Per Visakha Guidelines, Role of ICC in Protecting Women's
Right and Dignity**

February 2023

The Internal Complaint Committee in collaboration with IQAC, Government Girls' General Degree College, Kolkata organized a talk on "As Per Visakha Guidelines, Role of ICC in Protecting Women's Right and Dignity" on February 28, 2023 with 68 participants. Dr. Nandini Bhattacharya, Associate Professor, Department of History, Calcutta Girls' College discussed the Visakha Guidelines. She also spoke on the role of ICC in protecting the dignity of women at workplace. The talk was followed by an interactive session.



GEO-TAGGED PHOTO OF THE PROGRAM



ANNUAL REPORTS OF ICC 2018-23

Annual Reports of ICC

The **Internal Complaints Committee** or **ICC** plays a key role to promote a gender-neutral environment. The committee has organized different awareness programmes on sensitization in the last five years. Even during Covid pandemic, the Committee has organized webinars on Gender issues. The Annual Gender Sensitization Plans were prepared by ICC.

Annual work reports of ICC for the session 2018-2019:

March 2019: two seminars were held in March 2019 on Gender sensitization programs

ICC was formed in the college following the norms as prescribed by the competent authority (UGC) to handle incidences. This definitely marks participative management of the Institution.

Gender sensitization program on 15th March, 2019 was held by ICC .The speaker was Ms. Ratnaboli Ray, Director, Founder & Managing Trustee, Anjali. She mentioned about the necessity of gender awareness among the members of every Institution. There are misconceptions regarding our role, our code of conduct within the Institutional premises. She referred to the Act of 2013 and discussed the increasing relevance in today's world. The session was a vibrant one through interactions, inquiries and suggestive customizations.

Another one-day Gender Sensitization Workshop was organized on 29th March, 2019. The speakers were: Dr. Soma Ghosh, Principal, Hiralal Majumdar Memorial College, Dakshineswar; Dr Chandramalli Sengupta, Associate Professor in Bengali, Ashutosh College, Kolkata and Dr. Molly Ghosh, Associate Professor in Political Science, Rashtraguru Surendra Nath College, Barrakpore. The focus was explicitly on 'The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. The sessions were conducted in interactive mode, answering, discussing and explaining different provisions mentioned in the Act.

Feedback session was designed to get suggestions from the participants present from colleges, schools and Offices in and around Kolkata. The Workshop was successful in all possible parameters for generating awareness amongst both male and female participants in reference to problems of varied nature faced in actuality. Many constructive suggestions were received which were intended to get addressed in future. A total of 47 faculty and office supporting staff and 31 students participated in the seminar.

Annual work reports of ICC for the session 2019-2020:

September 2019: A students' seminar program was conducted by ICC on 'Women's issues'.

ICC organized a students' presentation program on "Women's Issues" on September 12, 2019. Students from each Department made single or joint presentations. They spoke on topics related to women's issues. There were some excellent presentations followed by an interactive session. The programme had 125 participants across different departments of the college who joined very enthusiastically in the programme.

The I.C.C. from the very beginning kept open its platform for anyone associated with the college, to lodge a complaint on any issues of concern. The issue of gender sensitivity is not confined within classroom only, and the college is extremely sensitive towards addressing any problems faced by the learners and considering the sensitive issues that girls may face. Provision of counseling was kept open though incidences reported was negligible.

Annual Gender Sensitization Plan for the session 2020-2021:

- **September, 2020:** The ICC organized a national level webinar on ‘Transcending Patriarchal Boundaries – Challenges in the 21st Century.’ in online mode.
- **February, 2021:** Another webinar was organized by ICC on ‘Some concerns and misconceptions about the ICC’ in online mode

The academic session 2020-2021 witnessed the effects of **COVID-19 Pandemic**, under which organization of formal events on gender equity and sensitization got seriously affected and was not possible in the college campus. However, the ICC took the initiatives to arrange two seminars within the session 2020-2021 under COVID 19 Pandemic in the online mode at Google meet platform.

The first webinar of national level was held on September 2020 on ‘Transcending Patriarchal Boundaries – Challenges in the 21st Century’ in online mode. The webinar was arranged in collaboration with West Bengal State University and Hiralal Majumdar College for Women.

The chairperson was Dr. Nabanita Chatterjee an external expert from the ICC, Hiralal Majumdar College for Women. The speakers were Justice Sanchita Sarkar, Additional District & Session Judge, Judge Special Bench, Bankshall Court, Kolkata, Dr. Sudeshna Mukherjee Associate Professor, Bangalore University and Dr. Madhumita Sen, Associate Professor of Sociology and ICC coordinator Government Girls’ General Degree College.

The second webinar was held on February 13, 2021 organized by ICC & Dept. of Women’s Studies, Hiralal Mazumdar Memorial College for Women in collaboration with ICC, Government Girls’ General Degree College, and Kolkata. The topic was ‘Some concerns and misconceptions about the ICC’. This was also conducted in the online mode using Google meet platform.

The college was extremely sensitive towards resolving any practical problems faced by the girl students

Annual Gender' Sensitization Plan for the Session 2021-2022:

The I.C.C. kept open its forum for any stakeholder in the college, to lodge a complaint on any issues of concern. The issue of gender sensitivity is not confined within classroom only. The college is extremely sensitive towards practical problems faced by the girl students and keeping in mind the typicality of sensitive issues that girls may face provision of counseling was kept open though incidences reported have been nil.

Annual Gender' Sensitization Plan for the Session 2022-2023:

- February 2023 Organization of a Talk on As per the VISHAKHA guidelines the role of ICC in protecting Women's right and dignity
- March, 2023 (March, 8 2023) Observation of International Women's Day

The Internal Complaints Committee of Government Girls' General Degree College organized a seminar on February 28, 2023. The topic of the seminar was "As per Vishakha Guidelines, the role of Internal Complaints Cell in protecting women's Right and Dignity". The resource person was Dr. Nandini Bhattacharya, Associate Professor of History, Calcutta Girl's College.

The speaker highlighted the different guidelines clearly as stated in Vishakha Guidelines and pointed out the importance of ICC in an educational institute for protecting women's dignity. A total of 46 students from Different departments and twenty six teaching staffs from our own college and neighbouring colleges attended the program.

Furthermore, the I.C.C. kept open its forum for anyone associated with the college, to lodge a complaint on any issues of concern. Nevertheless, the issue of gender sensitivity is not confined within classroom only, and the college is extremely sensitive towards addressing any problems faced by the learners and considering the sensitive issues that girls may face. Provision of counseling was kept open though incidences reported have been negligible.

Number of grievances during this tenure: Nil

ACTIVITIES OF ICC FOR THE ACADEMIC YEAR 2023-24

The Interactive Programme for the students on Gender Sensitization. The meeting of ICC was held on 20th January, 2024 at 12 noon at the chamber of the Principal. In the presence of the external member, Ms. Debjani Ghosh, an advocate by profession and the leading personality behind Alope Foundation (NGO working with the acid victims), the members discussed the present status of the initiatives and infrastructure of ICC at our college. The Meeting was followed by an interactive session with the students on the issue of the rights and privileges granted by the Honourable Supreme Court of India through enacting the PoSH Act of 2013. Ms. Deepanjana Sarkar, working with Accenture as a Senior manager in the knowledge and development sector, enlightened the students with the situation in reality. Both the resource persons were encouraging the students to come up with suggestions from their real-life experiences. The session was an interesting one through conversations, suggestions, problem-solving strategies and awareness incentives.

Initiative by: ICC, Government Girl's General Degree College, Kolkata.

INVITATION LETTER TO THE EXTERNAL MEMBER



GOVT. GIRLS' GENERAL DEGREE COLLEGE

7, Mayur Bhanj Road, Kolkata - 700 023

Telephone No. : 033-2448-1160, 033-2448-1171

E-mail : gggdc.coll@gmail.com

Website : www.govtgirlsekalpur.com

Ref. No. 2309/16/1002

Date : 17.01.2024

To,
Smt. Debjani Ghosh(Advocate)
External Member, ICC
Govt. Girls' General Degree College, Kolkata

Sub: Request to attend a meeting of ICC
Agenda: To discuss the status and function of ICC in our College.

Madam,

I request you to kindly attend the meeting of ICC scheduled on Saturday 20th January 2024. The meeting will be held at my chamber. I also request you to share a few words with our students as a part of Gender Sensitization initiative. The meeting has been scheduled at 12 noon.

Thanking You

Regards,

Atyanti

17/01/24

Principal
Govt. Girls' General Degree College,
Kolkata

Principal
Government Girls' General
Degree College
Kolkata

INVITATION LETTER TO THE RESOURCE PERSON



GOVT. GIRLS' GENERAL DEGREE COLLEGE

7, Mayur Bhanj Road, Kolkata - 700 023

Telephone No. : 033-2448-1160, 033-2448-1171

E-mail : gggdc.coll@gmail.com

Website : www.govtgirlsekolpur.com

Ref. No. : 17320/2024/DC

Date : 17.01.2024

To,
Smt. Deepanjana Sarkar,
Learning and Development Consultant,
Accenture.

Sub: Invitation at a student's meet organised on 20th January 2024 at 12.40 p.m.

Madam,

I request you to kindly be present and share a few words with our students on the issue of ICC and gender sensitization initiatives. The event will be organised by ICC of the college at 12.40 p.m. on Saturday, 20th February 2024.

Awaiting your graceful presence,

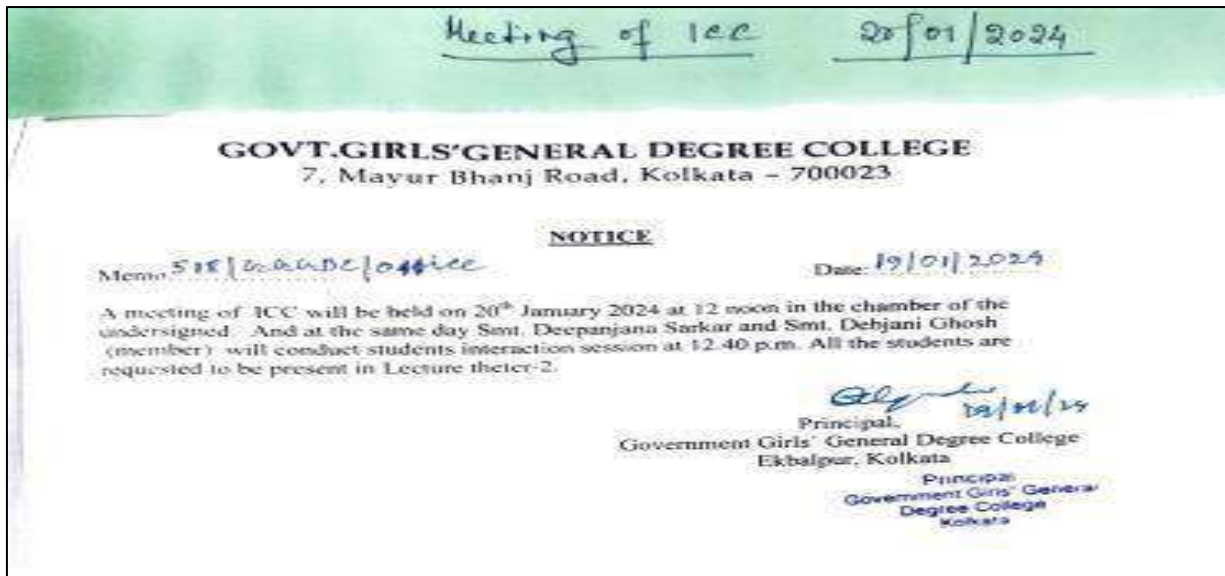
Thanking You

Regards,

Principal
Govt. Girls' General Degree College,
Kolkata

Principal
Government Girls' College
Kolkata

MEETING NOTICE AND MEMBERS PRESENT



Internal Complain Committee,

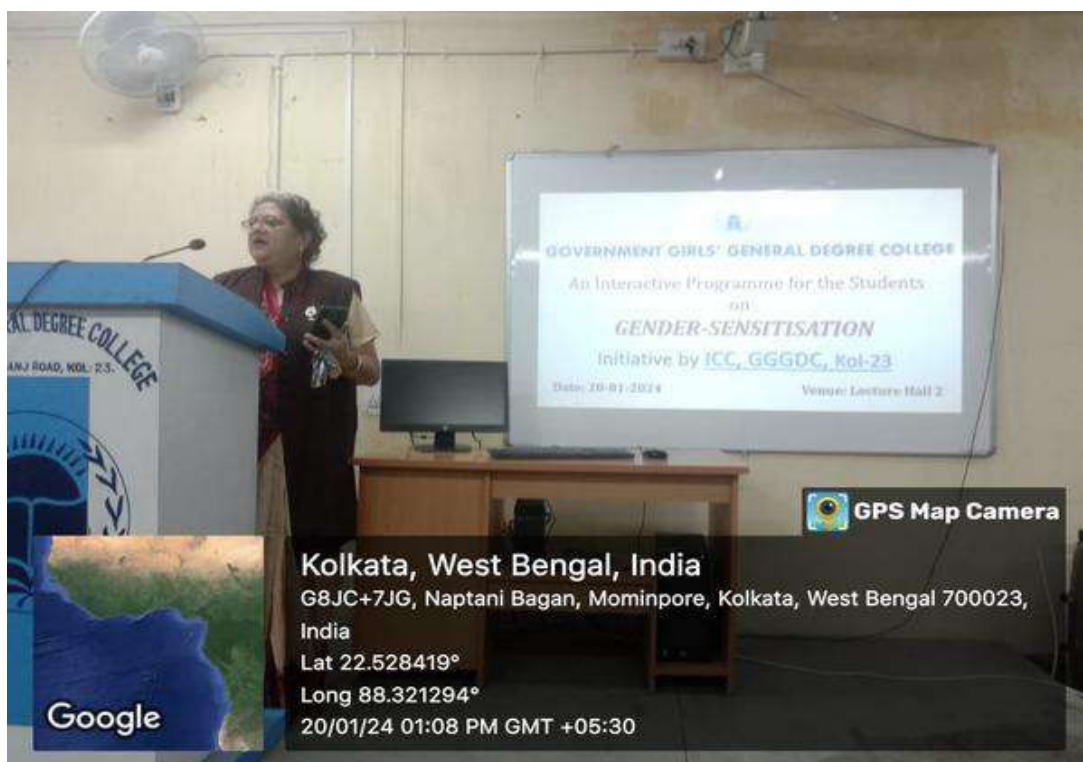
- 1) Chair – Dr. Syda Shariqatul Moula Alquadri
- 2) Presiding Officer – Dr. Madhumita Sen *Madhumita 20/01/2024*
- 3) Members (Internal) –
 - a) Dr. Sampa Sen
 - b) Dr. Angshuman Sarkar : *Angshuman. 20.01.2024*
 - c) Mr. Sovanil Roychowdhury
 - d) Ms. Putul Chattopadhyay *Putul Chattopadhyay*
- 4) Member (External) –
 - a) Ms. Debjani Ghosh, Advocate *Debjani 20/1/24*
- 5) Member from students
 - a) Kazi Mubaina (Education) *Kazi Mubaina (education sem VI)*
 - b) Smt. Shazia rahman (Commerce) *passfont*
Huba Qasim (Commerce Sem - I)

MINUTES OF THE MEETING

Minutes as on 20/01/2024

1. Confirmed last meeting's minutes.
2. No complaints have been registered till last meeting.
3. Kaji Habaina, the student's representative, attended the meeting and has been enlightened regarding the Act on Sexual Harassment. His explanation but Mr. Ghosh explained in detail, the provisions of the said act.
4. Ms. Chakraborty told that she too has no specific complaint or any ~~to~~ issue to raise.
5. Mr. Ghosh explained how complaints can be escalated.
6. Parental counselling is absolutely necessary.
7. It is suggested to enter into a MoU regarding parental counselling & awareness.
8. ~~Having~~ limited protests is absolutely necessary. For the awareness has to be raised.
9. Importance of the enquiry committee is ~~essential~~ extremely powerful.
10. To co-opt Guba Basim of Commerce Department as a student representative of the Committee.

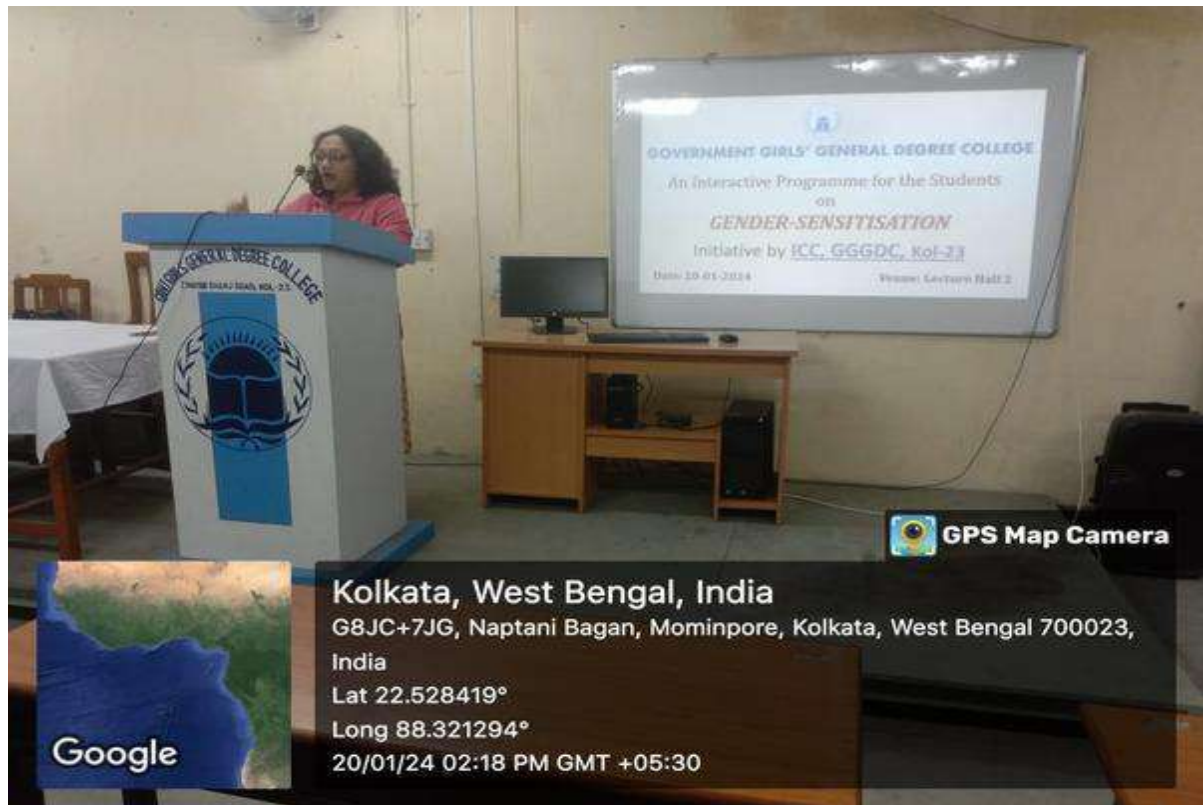
The Interactive Programme for the students on Gender-Sensitization on 20.01.2024, initiative by ICC, GGGDC.



PRESENTATION OF RESOURCE PERSON AND STUDENT OF GGGDC



PRESENTATION OF RESOURCE PERSON AND PARTICIPANTS PRESENT



MEETING OF ICC AT THE PRINCIPAL'S CHAMBER



Thank You