

Internal Complaints Committee, Lady Irwin College, University of Delhi

Report 2021-22

The Internal Complaints Committee is a statutory body instituted with the purpose of **prevention of sexual harassment at the workplace**. Its functions include:

- Grievance redressal of sexual harassment
- Counselling services for complainants
- Consultation/ Support services for colleges
- Sensitization/ Awareness programmes for prevention of sexual harassment at the workplace

It is constituted by 9 members:

- Presiding Officer
- NGO representative
- 2 faculty members (Member Secretary plus, Hostel Warden)
- 2 non-teaching staff
- 3 student representatives
 - UG
 - PG
 - Ph. D. scholar

The teaching/ non-teaching staff and the NGO representatives on the ICC are nominated members whose tenure is for three years. The present ICC has the following members:

- Dr. T. G. Rupa (Presiding Officer, ICC)
- Ms. Chitra Sarkar (NGO representative, ICC)
- Ms. Ruchira Aggarwal (Member Secretary, ICC)
- Dr. Dolly Florence (Hostel Warden)
- Mr. Mangal Singh, (Non-teaching staff, ICC)
- Mr. Devender Sharma, (Non-teaching staff, ICC)

Dr. T. G. Rupa was appointed the Presiding Officer after the retirement of Dr. Vinita Bhargava in the previous year. Mr. Mangal Singh joined the ICC as a non-teaching member after Mr. Vijay Ram retired in the year 2020-21.

The student representatives are inducted into the ICC through a due process of election held online on 30th September, 2020. The student representatives for the year 2021-22 were:

- UG – Ms. Sanchita Chauhan
- PG – Ms. Ishita Goel
- Ph. D. scholar – Ms. Rashmi Dhasmana

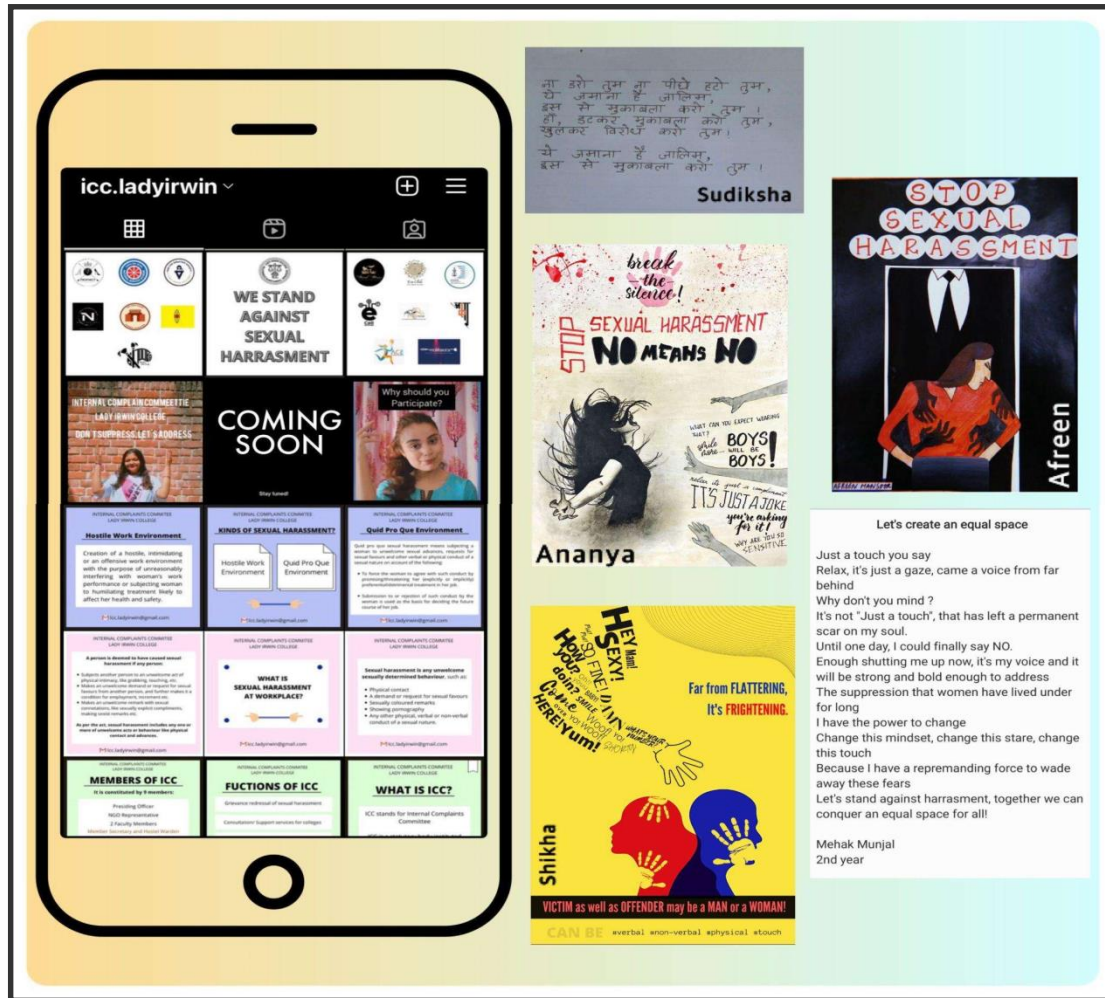
Activities of the ICC

In the year 2021-22, ICC stood by its purpose and worked on fulfilling the mission of its existence through sensitization and awareness programs for prevention of sexual harassment at the workplace.

The year itself witnessed a lot of challenges due to the COVID-19 pandemic; it also encouraged ICC to work efficiently in hybrid mode. The campus was shut but the members remained abreast to make sure that campus remains a safe place for every individual, this year we began with a motive to build a sensitized community of young people and encouraged the students to join ICC in the volunteering capacity. The volunteers were enriched with the understanding about the grave concern of “sexual harassment at workplace”, the purpose of ICC at workplace, and their role of creating further awareness in their classrooms, peer groups and campus as a whole.

Virtual meetings were convened with the student representatives of the ICC to chalk out the events for the year; follow-up meetings were held to see the flawless implementation of the plans. The year **2021-22** saw the launch of the Instagram page of the ICC, Lady Irwin College for virtual sensitization as well as awareness programmes for prevention of sexual harassment at workplace with active involvement of the ICC student representatives. Thus, for the very first time, ICC made its presence felt on social media platforms like Instagram and Facebook. The social media handles were created to spread awareness and reach to maximum number of Irwinites, and be easily approachable to them. The representatives along with the volunteers,

under the guidance of the Chairperson, managed the social media page and posted information about sexual harassment at workplace, the role of ICC, purpose of ICC, functions of ICC and other such useful information. A combination of posts, posters, interactive stories and reels were created to spread awareness and sensitize people in an easy and comprehensive manner.



ICC collaborated with all the 14 (student-headed) cultural societies and other members of the Students' Association of the college to make people aware about the purpose and presence of ICC in the campus and workplace as a whole. All the 14 societies, a core part of the Students' Association passed on the word that they “stand against sexual harassment at workplace” as a unified whole. Moreover, an online competition was organized with the theme “Don’t Suppress, Let’s Address” on the topic of sexual harassment at workplace in March 2022, wherein the

students from the college were encouraged to participate and share their thoughts on the given topic through various art forms like Drama, Poster Making, Creative writing, and other such forms of expression; it was a successful event as students participated with a lot of enthusiasm. To acknowledge the efforts and admirable work of all the winners as well as participants, certificates were awarded. Certificates were also given to the volunteers for their contribution in spreading awareness about the ICC.



Dr. T. G. Rupa

Presiding Officer, ICC

Lady Irwin College,

University of Delhi