

Internal Complaints Committee, Lady Irwin College, University of Delhi

Report 2018-20

The Internal Complaints Committee for Sexual Harassment is a statutory body instituted with the purpose of prevention of sexual harassment at 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, Liasoning officer)
- 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 from 2018 to date:

- Dr. Bhanumathi Sharma (Presiding Officer, ICC)
- Ms. Chitra Sarkar (NGO representative, ICC)
- Dr. T. G. Rupa (Member Secretary, ICC)
- Dr. Lalita Verma (Liasoning officer, ICC)
- Mr. Vijay Ram, (Non-teaching staff, ICC)
- Mr. Devender Sharma, (Non-teaching staff, ICC)

The student representatives are inducted into the ICC through a due process of election held towards the end of an academic year and their tenure is for one year. The student representatives for the year 2018-19 were:

- UG – Ms. Aaroshi Bidhuri
- PG – Ms. Sakshi
- Ph. D. scholar – Ms. Sonia Saini

The student representatives for the year 2019-20 are:

- UG – Ms. Iti Sharma
- PG – Ms. Nandini Chopra
- Ph. D. scholar – Ms. Maneesha Gaur

Activities of the ICC

The year **2018-19** saw the grievance redressal of a sexual harassment case filed by an employee of the college against a male colleague. Repeated meetings (four in number) were held to give a fair trial to both the parties with the ICC finally giving a verdict in the case. The report of the redressal was submitted to the GB of the College.

The year also saw participation of the three faculty members of ICC in a One-day Workshop on “Implementation of the UGC (Prevention Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015” organized by the Internal Complaints Committee, University of Delhi on 12th March, 2019. The workshop helped to clarify a lot of doubts regarding redressal of sexual harassment cases in the workplace.

The year **2019-20** was all about sensitization and awareness programmes for prevention of sexual harassment at workplace with active involvement of the ICC student representatives. Meetings were convened with the student representatives of the ICC to plan out events for the year followed by review meetings for smooth implementation of the plans; these meetings were held both online and in person. The ICC announced an e-poster making competition in August 2019, in association with the Fine Arts Society (Tulika) of the student association on the theme “Sexual Harassment of Women at Workplace: Enabling Awareness”. Sixteen entries were received. These were judged by the ICC members and the society advisor of Tulika based on originality, impact and neatness. Shreya Damani of M. Sc (Previous) Food and Nutrition and Aditi Verma of M. Sc (Final) Food and Nutrition were declared the winners (Ist and IInd respectively).

This was followed by participation in “Genderlogue on sexual harassment” organized by the Department of Development Communication & Extension. The Presiding Officer of ICC, Dr. Bhanumathi Sharma was invited as one of the panelists. The member secretary, Dr. T. G. Rupa made a presentation of the posters received as part of the e-poster competition; the posters were highly appreciated by all present. The winners were awarded certificates by our Director, Dr. Anupa Siddhu. All the other participants received e-certificates for their effort.

The ICC marked its presence at the College festival 'Quintessence' whereby its student representatives were part of the Rapid Action Force (RAF) to check/ prevent any case of sexual harassment. Ms. Nandini Chopra, the ICC PG representative actively lead one of the RAF teams while the other was led by a Student Association executive.

ICC also planned an event of canvas painting during the college festival whereby students were invited to write slogans, make drawings/ sketches on a plain canvas. The title given was "Stand up Against Sexual Harassment: #BologeToKaroge". The event was a grand success with both boys and girls participating actively. The posters were then displayed on the college building for everyone to see. The ICC also came out with a Safety Advisory for students with Dos and Don'ts to be followed during the festival. This was circulated well in advance among the student groups before the start of the festival.

Overall, it has been a fruitful year with the ICC being engaged in a lot of awareness generation activity against sexual harassment thus fulfilling its mandate.

Dr. Bhanumathi Sharma

Presiding Officer, ICC



Dr. T. G. Rupa

Dated: 26th May, 2020

Member Secretary, ICC



**LIC-ICC
SAFETY ADVISORY
QUINTESSENCE 2020**

DO'S

- Beware of your surroundings at all times
- Be vigilant of people around you
- Trust your instincts
- Move around in groups

In case of an unfortunate situation

- BREATHE!**
- Defend yourself by calling for help
- Immediately contact the student help desk/nearest police personnel

DON'TS

- Do not go to places ALONE
- Do not pass:
- Do not be a victim
- Abstain from alcohol/cigarette smoking/vaping/tobacco use

Warning

No mischief would be tolerated
Offenders would be punished

Contact Numbers (in case of emergency):
8447753001, 9873273835

