

## **Internal Complaints, Lady Irwin College, University of Delhi**

### **Report 2023-24**

**The Internal 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
- Counseling 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 IC has the following members:

- Prof. Shraddha Kapoor (Presiding Officer, IC)
- Ms. Chitra Sarkar (NGO representative, IC)
- Dr. Madhuri Nigam (Member Secretary, IC)
- Dr. Dolly Florence (Hostel Warden)
- Mr. Raj Aryan (Non-teaching staff, IC)
- Ms. Seema (Non-teaching staff, IC)
  
- License officer – Dr. Savita Sagar

The student representatives are inducted into the IC through a due process of election held in July, 2023. The student representatives for the year 2023-24 were:

- UG – Ms. Mazia Rahman
- PG – Ms. Meghshree Mathpal
- Ph. D. scholar – Ms. Nidhi Marothya

### **Activities of the ICC**

In the year 2023-24, IC 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 brought about the offline working of the institution as well as the IC. The campus reopened for all the students and staff. IC 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 IC 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.

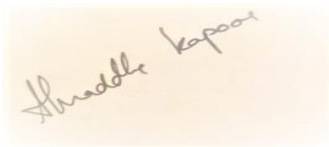
Regular meetings were convened with the student representatives of the IC to chalk out the events for the year; follow-up meetings were held to see the flawless implementation of the plans.

The year **2023-24** witnessed the active engagement of student volunteers in competitions as well as off-campus workshops for virtual sensitization and awareness programmes for prevention of sexual harassment at workplace with active involvement of the IC student representatives. IC continued to make 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, purpose and functions of ICC and other information regarding the engagement activities conducted by the IC. A combination of posts,

posters, interactive stories and reels were created to spread awareness and sensitize people in an easy and comprehensive manner.

IC collaborated with all the 15 (student-headed) cultural societies and other members of the Students' Association of the college to make people aware about the purpose and presence of IC in the campus and workplace as a whole. All the 15 societies, a core part of the Students' Association passed on the word that they "stand against sexual harassment at workplace" as a unified whole. In the year 2023-2024, the Internal Committee of Lady Irwin College continued its efforts to promote awareness and address issues related to women's safety. The year commenced with a workshop on POST ACT Awareness and training program on August 11, 2023, attended by Ph.D. Rep Nidhi Marothiya and Prof. Shraddha Kapoor. On August 17, 2023, the IC presented its activities during the orientation program for new students. In collaboration with the Women Development Cell, a self-defense workshop was organized on September 25, 2023, led by Shri Ashok Chugh, a former Delhi police coach. To commemorate International Women's Day on March 8, 2024, the IC held a painting competition and a seminar on women's safety, focusing on the role of the Delhi police. Additionally, in collaboration with the Women Development Cell, a slogan-writing competition was organized on the theme of menstrual leave, with prizes awarded to the winners. These initiatives collectively contributed to raising awareness, promoting safety, and empowering students within the college community.

The ICC had a great year generating awareness regarding IC and its activities with a team of dedicated student representatives and volunteers.

A handwritten signature in cursive script, reading "Shraddha Kapoor", written in dark ink on a light-colored, slightly textured paper background.

Prof. Shraddha Kapoor  
Presiding Officer, ICC  
Lady Irwin College,  
University of Delhi

Dated: 21<sup>st</sup> September 2024

## INTERNAL COMPLAINTS COMMITTEE MEMBERS

Post	Name	E-mail id	Phone number
Chairperson	Prof. Shraddha Kapoor	shraddha.kapoor@lic.du.ac.in	+91 98188 85677
NGO Representative	Ms. Chitra Sarkar	chitrasarkar@hotmail.com	+91 88606 11816
Secretary	Dr. Madhuri Nigam	madhuri.nigam@lic.du.ac.in	+91 98114 55857
Teacher Representative	Dr. Dolly Florence	dolly.florence@lic.du.ac.in	+91 88600 08469
ICC(Ph.D) Representative:	Ms. Nidhi Marothya	nidhimarothya2610@gmail.com	+91 75792 96393
ICC(PG) Representative	Ms. Meghshree Mathpal	meghshree.dce22@lic.du.ac.in	+91 89231 11036
ICC (UG) Representative	Ms. Mazia Rahman	mazia.licdu64@lic.du.ac.in	+91 8528934561
Non Teaching Representative	Ms. Seema	seemadas@lic.du.ac.in	+91 87501 25135
Non Teaching Representative	Mr. Raj Aryan	aryan27raj@gmail.com	+91 75 038 30085
liaison officer.	Dr. Savita Sagar	savita.sagar@lic.du.ac.in	+91 98681 23290

**LADY IRWIN COLLEGE**  
(University of Delhi)  
Sikandra Road, New Delhi-110001

Date: 27.06.23

The following students have been elected as Student Representatives for the Internal Complaints Committee (ICC) in the election held on 27.06.2023 against their nomination submitted to Lady Irwin College Election Officer Bearers.

S. No	Names of elected candidates	Student Representative	Course Pursued	Contact number	E-mail id
1.	Ms. Mazia Rahman	Under Graduate	Bsc. (Hons) Food technology	8528934561	mazia.licdu64@lic.du.ac.in
2.	Ms. Meghshree Mathpal	Post Graduate	Msc. Development communication and extention.	+91 89231 11036	meghshree.dce22@lic.du.ac.in
3.	Ms. Nidhi Marothiya	Research scholar.	Phd. HDCS	+91 75792 96393	nidhimarothiya2610@gmail.com

The Post Graduate and Research Scholar standing for the post was elected unopposed. Elections were conducted for the Undergraduate where the number of candidates running for the posts were two respectively. The elected candidates won with the maximum number of votes.

This is for your necessary information and record purpose.

**NOTE:** Kindly find attached the distribution of votes in Annexure 1.

**Prof. Shraddha Kapoor**  
Member Secretary,  
Internal complaints Committee  
**Lady Irwin College**, University of Delhi,  
Sikandra Road, New Delhi- 110001

**Dr. Swati Sharma/Dr. Dipjyoti korwar**  
Election Officers and Student Staff Advisor  
Student Association,  
**Lady Irwin College**, University of Delhi  
Sikandra Road, New Delhi- 110001

ANNEXURE 1

TOTAL NUMBER OF VOTERS: 270

Internal Complaints Committee, Lady Irwin College 2023-24

<b>NAME OF THE POST</b>	<b>CANDIDATES</b>	<b>NO. OF VOTES</b>
<b>ICC UG Representative</b>	Ms. Mazia Rahman	138
	Ms. Syed Asiya	76
<b>ICC PG Representative</b>	Ms. Meghshree Mathpal	(UNANIMOUS)
<b>ICC Phd Representative</b>	Ms. Nidhi Marothiya	(UNANIMOUS)

# SLOGAN WRITING COMPETITION

**Internal Committee**  
**Women Development Cell**  
Lady Irwin College, University of Delhi  
*Is organising a*  
**SLOGAN WRITING COMPETITION**  
*On the occasion of*  
**International Women's Day**

**THEME**  
**MENSTRUAL LEAVE**



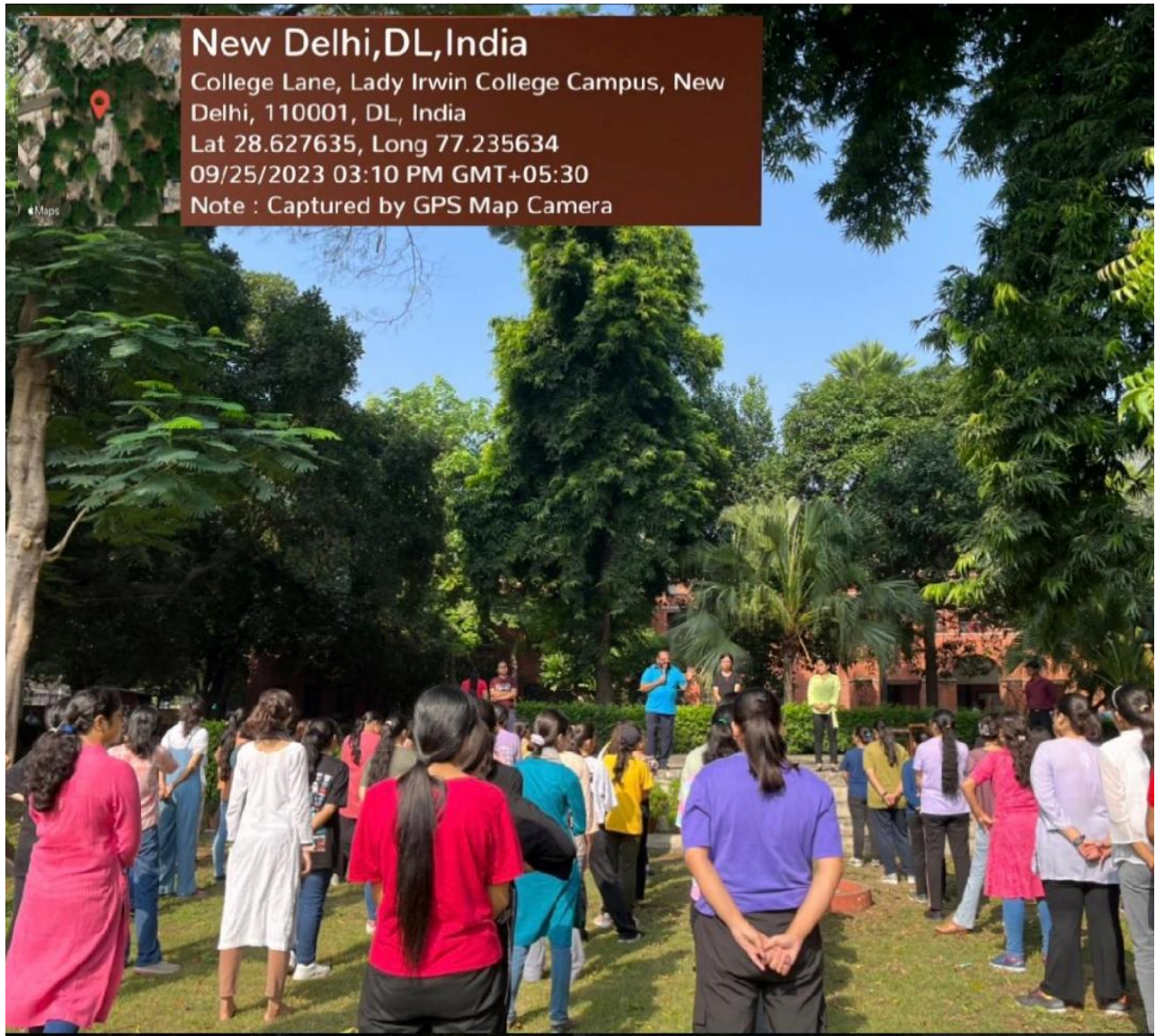
**8 March 2024**  
Hostel Common Room  
12:30pm

E-certificates will be provided to all and prizes to winners

Dr. Madhuri Nigam IC Secretary	Dr. Dolly Florence IC Teacher Representative	Dr. Savita Sagar IC Liaison Officer	DR. Ruchi Kaushik WDC Member
Ms. Nidhi Marothiya IC PhD Representative	Ms. Meghshree Mathpal IC PG Representative	Ms. Mazia Rahman IC UC Representative	



## VOLUNTEERS AND STUDENT REPRESENTATIVES ATTENDED SELF DEFENCE WORKSHOP





# PAINTING COMPETITION ON THE THEME WOMEN'S DAY

## Instagram Posts



**Internal Committee**  
Lady Irwin College, University of Delhi

Is organising a

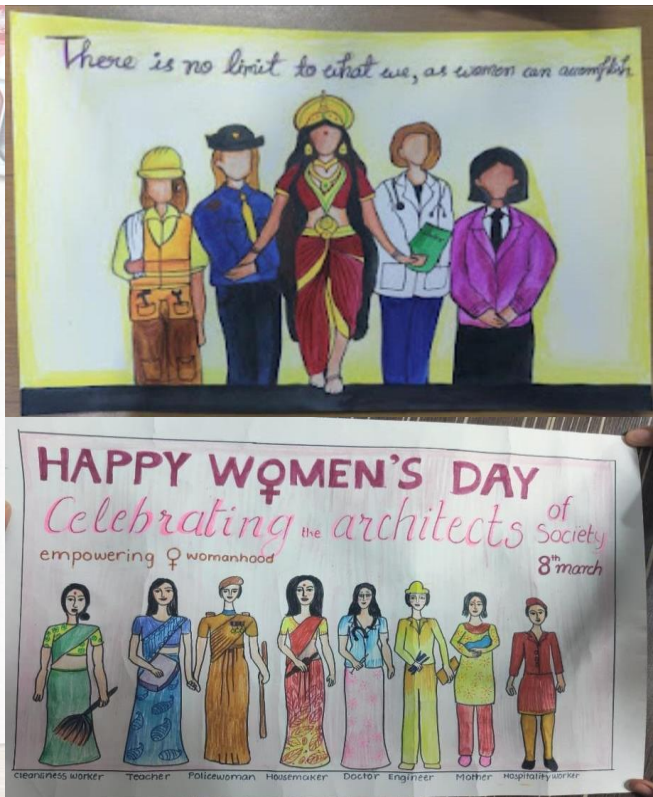
# PAINTING COMPETITION

On the occasion of  
**International Women's Day**  
**THEME IS WOMEN'S DAY**

8th March 2024 12:30pm College Hostel Common Room

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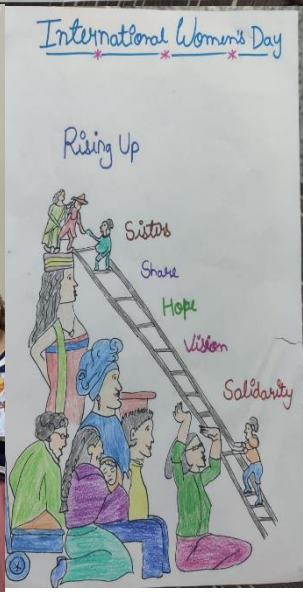
Prof. Shraddha Kapoor IC Teacher In-charge	Dr. Madhuri Nigam IC Teacher In-charge	Dr. Savita Sagar IC Teacher In-charge	DR. Ruchi Kaushik WDC Member
Ms. Nidhi Marothiya IC PhD Representative	Ms. Meghshree Mathpal IC PG Representative	Ms. Mazia Rahman IC UG Representative	



There is no limit to what we, as women can accomplish

**HAPPY WOMEN'S DAY**  
Celebrating the architects of Society  
empowering ♀ womanhood  
8<sup>th</sup> March

cleanliness worker Teacher Policewoman Housemaker Doctor Engineer Mother Hospitality worker





**Painting Competition WINNERS**

1  

Roshni Mahto

**Painting competition WINNERS**

2  

Aishwarya Gupta

**Painting competition WINNERS**

3  

Deeksha

Department of Development Communication and Extension & WDC  
National Service Scheme Unit and Internal Complaints Committee  
Lady Irwin College, University of Delhi

SEMINAR on:  
**Women's Safety: Role of Delhi Police**  
on the occasion of  
**International Women's Day**

CHIEF GUEST  
Shri. Devesh Kumar Mahla  
(IPS, DCP, New Delhi District)

GUEST OF HONOUR  
Shri. Amit Dubey  
(Cyber Crime Expert)

8 March, 2024 | 11 AM onwards | Seth Ram Lal Hall

Patron: Prof. Anupa Siddhu  
Director, Lady Irwin College

**INTERNATIONAL Women's Day**

**Women Development Cell**  
Lady Irwin College, University of Delhi  
Is organising a  
**PAINTING COMPETITION**  
On the occasion of  
**International Women's Day**  
**THEME IS WOMEN'S DAY**

8th March 2024 | 1:00 pm | Seth Ram Lal Hall

E-certificates will be provided to all

**SELF-DEFENSE**

**WORKSHOP**

LADY IRWIN COLLEGE  
University of Delhi  
Women Development Cell  
&  
Internal Complaints Committee  
Organises  
**SELF DEFENCE WORKSHOP**  
by  
Shri Ashok Chugh  
Ex-Delhi Police Coach,  
Self Defence Trainer,  
National Founder & President  
Brilliant Mankind Care Foundation

Date- 25th September, 2023  
Time- 9 AM-10 AM  
Venue- Front Lawns, Lady Irwin College

CHAIRPERSON:  
Prof Anupa Siddhu  
Director, Lady Irwin College

COORDINATORS:  
Prof Shraddha Kapoor  
(Member, WDC & ICC)  
Dr Ruchi Kaushik (Member, WDC)

# POSH

Protection of Women from Sexual Harassment

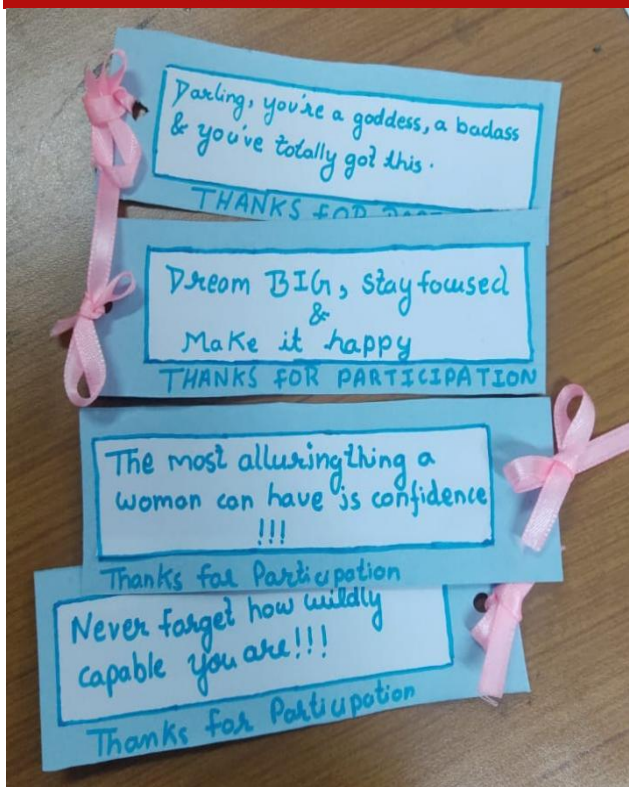
"It's Just a hug" "Sexual Harassment"  
"It's Just a Joke" "Sexual Harassment"  
"It's Just Flirting" "Sexual Harassment"

- Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act was passed in 2013.
- POSH Act includes unwelcome remarks and actions
- Physical advances, sexual favour demands, lewd jokes are also unlawful.



LADY IRWIN COLLEGE IC 2023-24

✉ [ic@lic.du.ac.in](mailto:ic@lic.du.ac.in)



STOP SEXUAL HARASSMENT

Internal Complaints is there in every organisation for gender sensitization & handling complaints against sexual harassment.



INTERNAL COMPLAINTS  
LADY IRWIN COLLEGE



## FUNCTIONS OF ICC :

- . To prevent sexual harassment at workplace
- . To prevent discrimination and sexual harassment against girls by promoting gender amity among students and employees

## Who can approach ICC?

Any aggrieved woman who has suffered harassment at workplace can approach ICC.

Aggrieved woman includes :

- a. Woman who is an employee, or
- b. Someone visiting workplace, or
- c. Student



LADY IRWIN COLLEGE



[IC@LIC.DU.AC.IN](mailto:IC@LIC.DU.AC.IN)

## ACTIVITIES PERFORMED BY INTERNAL COMMITTEE

Internal Committee Activities (2023-2024)

**Self-Defense Workshop:** The Internal Committee collaborated with the Women Development Cell to organize a self-defense workshop on September 25, 2023. Expert trainer Shri Ashok Chugh, a former Delhi Police coach, led the session, equipping participants with practical skills to protect themselves.



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**University of Delhi**  
**Women Development Cell**  
&  
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Dr Ruchi Kaushik (Member, WDC)

**Painting Competition:** To celebrate International Women’s Day, the Internal Committee hosted a painting competition on March 8, 2024. Participants expressed their creativity through visual art, exploring the theme of women’s empowerment and equality.

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**Women Development Cell**  
Lady Irwin College, University of Delhi  
*Is organising a*

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**Slogan Writing Competition:** In conjunction with the Women Development Cell, the Internal

Committee organized a slogan writing competition on March 8, 2024. Participants submitted thought-provoking slogans that highlighted the importance of menstrual leave and challenged societal stigma.

**Internal Committee**  
**X**  
**Women Development Cell**  
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**Seminar on Women's Safety:** A seminar was conducted on March 8, 2024, to raise awareness

about women's safety and the role of the Delhi Police. Distinguished guests, including Shri Devesh Kumar Mahla (DCP, New Delhi District) and Shri Amit Dubey (Cyber Crime Expert), shared insights and discussed strategies to combat crime against women.



Department of Development Communication and Extension & WDC  
National Service Scheme Unit and Internal Complaint's Committee  
Lady Irwin College, University of Delhi


*presents*




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