

Internal Complaints Committee (ICC)

Netaji Nagar College for Women

Annual Report 2024-2025

Introduction

The Internal Complaints Committee (ICC) of Netaji Nagar College for Women actively functioned during the academic session 2024–2025 to ensure a safe, secure, and gender-sensitive environment within the institution. The committee worked towards promoting awareness regarding women's rights, prevention of sexual harassment, gender equality, and institutional grievance redressal mechanisms in accordance with UGC guidelines and the POSH framework.

The ICC organized meetings, awareness programmes, and sensitization initiatives throughout the session to foster a supportive and inclusive academic atmosphere.

Constitution of the Committee

The Internal Complaints Committee consisted of the following members:

Dr. Uttam Gupta

Dr. Susmita Roy

Dr. Moumita Roy Goswami

Smt. Kabita Mukherjee

Ms. Ritu Das

Following the retirement of the former Principal, Dr. Tapan Kumar Ghosh, and the previous ICC Convener, Dr. Chaitali Bhattacharya was nominated as Teacher-in-Charge. Subsequently, Ms. Ritisri Mondal was unanimously selected as the Convener of the Internal Complaints Committee for the ensuing session.

Meetings Conducted

1. ICC Meeting Held on 13 November 2024

A meeting of the ICC was held on 13.11.2024 at 2:00 PM in the Principal's/Meeting Room.

Major Discussions and Resolutions

Confirmation of proceedings of the previous meeting

Review of grievance status of the previous academic session

Planning and preparation for the seminar on "Women's Rights"

Allocation of responsibilities regarding communication with invited speaker Mr. Tapas Paul, Advocate, Judge's Court Howrah and High Court, Calcutta

Tentative scheduling of the seminar during the last week of November 2024

Selection of Ms. Ritisri Mondal as Convener of the ICC for the ensuing session

The members noted with satisfaction that no serious complaints or grievances had been reported during the previous academic session.

2. ICC Meeting Held on 10 December 2024

Another meeting of the ICC was held on 10.12.2024 at 2:00 PM in the Principal's/Meeting Room.

Major Discussions and Resolutions

Review of the successful completion of the Women's Rights Awareness Programme held on 28.11.2024

Appreciation of active participation by teachers and students

Resolution to organize more awareness programmes, seminars, and sensitization activities in future sessions

The meeting concluded with a vote of thanks.

Major Activity Conducted

Awareness Programme on "Women's Rights: Know. Protect. Empower."

The Internal Complaints Committee in collaboration with IQAC organized an Awareness Programme on "Women's Rights: Know. Protect. Empower." on 28 November 2024 at 2:00 PM in the Rabindranath Tagore Auditorium of Netaji Nagar College for Women.

Resource Person

Mr. Tapas Paul, Advocate, Judge's Court Howrah and High Court, Calcutta, delivered the keynote lecture and interacted with the participants on various legal and social aspects related to women's rights and protection.

Programme Highlights

Inaugural session and felicitation ceremony

Welcome address by Teacher-in-Charge Dr. Chaitali Bhattacharjee

Introductory speech by Governing Body Member Dr. Bipul De

Expert lecture by the invited speaker

Interactive discussion and awareness session

Vote of thanks

Objectives of the Programme

To create awareness regarding women's legal rights and constitutional safeguards

To sensitize students regarding gender equality and dignity

To encourage reporting and redressal of grievances through institutional mechanisms

To promote a safe and respectful campus environment

Participation and Outcome

The programme witnessed enthusiastic participation from teachers and students of the college. The interactive discussions helped participants gain awareness regarding legal rights, workplace and institutional safety, and gender sensitization. The programme was successful in strengthening awareness

and promoting confidence among students regarding support mechanisms available within the institution.

Complaint Status during the academic session 2024–2025:

No major complaints or cases of harassment were reported to the Internal Complaints Committee.

The college maintained a peaceful, inclusive, and supportive academic environment.

The ICC continued to remain vigilant and approachable for students and staff members whenever required.

Future Plans

The committee resolved to:

Organize more seminars, workshops, and awareness programmes on women's rights and gender sensitization

Conduct orientation programmes regarding ICC functions and grievance procedures

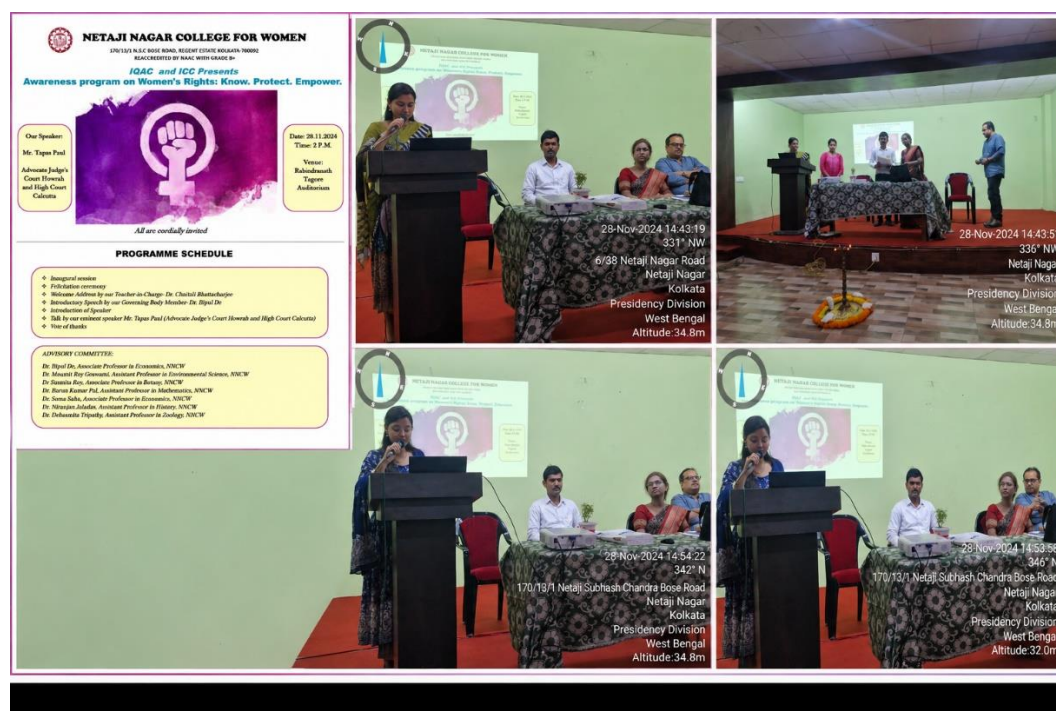
Encourage student participation in awareness initiatives

Continue promoting a safe and respectful institutional environment

Conclusion

The Internal Complaints Committee of Netaji Nagar College for Women remained actively engaged throughout the academic session 2024–2025 in promoting awareness, ensuring institutional harmony, and safeguarding the dignity and rights of all members of the college community.

The committee expresses sincere gratitude to the college authority, faculty members, non-teaching staff, students, and all stakeholders for their cooperation and support in the successful conduct of its activities during the session.



Awareness program on Women's Rights held on 28.11.2024