

INTERNAL COMPLAINTS COMMITTEE

Sukanta Mahavidyalaya

Dhupguri, Jalpaiguri

About Internal Complaints Committee

Sukanta Mahavidyalaya has set up the Internal Complaint Committee (ICC) for prevention of Sexual Harassment with the objective to uphold women's right to protection against sexual harassment and to promote a social, physical and psychological environment that will raise awareness about and deter acts of sexual harassment of women.

Objectives of ICC

- To develop a policy against sexual harassment of women at the Institute.
- To develop a mechanism for the prevention and redressal of sexual harassment cases at the Institute.
- To maintain the commitment of the Institute to provide gender-based discrimination free environment.
- To create a secure physical and social environment to deter any act of sexual harassment.

What is Sexual Harassment at Workplace?

Sexual Harassment means an unwelcome sexual behavior of a direct/implied nature such as—

- Physical contact and advances.
- Request or demand for sexual behaviors.
- Sexually colored Remarks.
- Showing Pornography.
- Unwelcome physical, verbal or non-verbal sexual conduct.
- Sexual harassment through electronic media/social media.

How to Complain?

- The aggrieved need to file a complaint within three months of the incident.
- Click on the link- <https://forms.gle/TJZQgfxE5tpp6UW2A> or scan the QR Code



- Write your name, phone no. and email.
- Write exactly what happened with details, dates, names of witnesses & documents if any. Be honest as false complaints can invite penalties.
- You can also contact with the ICC members of Sukanta Mahavidyalaya.

Members of ICC with Contact Numbers

Dr. Nilangshu Shekhar Das, Principal (Chair Person)

Prof. Sougata Karjee (Co-Ordinator)-9593000480

Prof. Jiban Kumar Ray-9733222136

Prof. Carol Christine Lepcha-7001517736

Prof. Shreya Ganguly-9903114124

Dr. Saptarshi Mallick-8777597105