



# BIRSHA MUNDA MEMORIAL COLLEGE

Affiliated to the Bankura University

AT.- PIRRAH :: P.O.- HALUDKANALI :: DIST.- BANKURA :: PIN - 722140

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Memo No. :

Date:

## Internal Complaints Committee

The Internal Complaints Committee (ICC) of Birsha Munda Memorial College Pirrah, Haludkanali operates in alignment with the UGC Notification on Prevention, Prohibition, and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions Regulations, 2015. The ICC Committee was reformed in September 2021 under the guidance of the Directorate of Public Instruction, Government of West Bengal. This committee also operates in accordance with Chapter II of the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013.

### **Objective:**

The core objective of the ICC is to cultivate a workplace environment that is devoid of sexual harassment, while simultaneously ensuring swift and effective redressal in the event of any such misconduct perpetrated against female employees within the institution. It is the responsibility of both the institution and the internal complaint cell to uphold an atmosphere free from gender discrimination biases. Furthermore, this cell is dedicated to fostering a professional and equitable environment, thereby deterring instances of sexual harassment.

### **Activities:**

1. **Awareness Campaigns:** Collaborating with the Vishakha & CASH cell, the ICC organizes awareness campaigns to educate students and employees about sexual harassment laws, policies, and procedures. These initiatives aim to empower individuals to recognize, report, and prevent instances of sexual harassment.
2. **Grievance Redressal:** Offering a secure and confidential platform for female students and employees to report incidents of sexual harassment. The cell ensures timely and impartial investigation of complaints, followed by appropriate action to address the grievances of the complainants.