



Phone : (03213) 272 275

# BEJOY NARAYAN MAHAVIDYALAYA

(GOVT. SPONSORED)  
NAAC ACCREDITED

P.O. ITACHUNA, DIST. HOOGHLY, PIN - 712147


website : www.bnmv.ac.in e-mail ID : bnmv2012@yahoo.in

Ref. No. ....

Date. .... 01.07.2023.

## ICC REPORT (2017 – 2022)

1. Minutes of the Meetings: Confidential
2. Circular justifying the objective of the metric:



**BEJOY NARAYAN MAHAVIDYALAYA**  
(Govt. Sponsored College) NAAC Accredited (2<sup>nd</sup> Cycle)  
Itachuna, Hooghly - 712147, Phone: (+91)-03213-272275

Ref. No. \_\_\_\_\_ Date \_\_\_\_\_

To  
Dr Shalmali Chakraborty  
Associate Professor of Chemistry,

Subject Appointment as Presiding Officer of the ICC Internal Complaint Committee)  
Madam

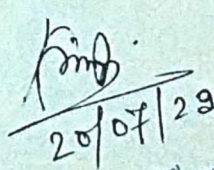
Underigned is pleased to inform you that, based on the recommendations of the Teachers' Council (TC) in its meeting held on 15.06.2022, you have been appointed as the Presiding Officer of the ICC Internal Complaint Committee) of our college. As the Presiding Officer, you will be responsible for overseeing the operations of the ICC, ensuring compliance with relevant policies and procedures, and leading investigations into internal complaints lodged by students, faculty, or staff.

Furthermore, I would like to inform you that you will be assisted by the following members, who have also been appointed to serve on the ICC

- 1 Prof. Pranab Kirtunia
- 2 Dr Arindam Mondal
- 3 Dr Semanti Basu
- 4 Mrs Khukamani Talukdar

Please familiarize yourself with the policies, guidelines, and legal provisions related to handling complaints and investigations.

Sincerely Yours,

  
20/07/23

Principal  
Bejoy Narayan Mahavidyalaya  
P.O. - Itachuna, Dt. - Hooghly



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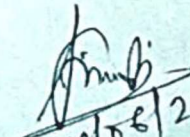
Date \_\_\_\_\_

### NOTICE/18.06.2022

This is for the information for all concerned that Dr Shalmali Chakraborty has been appointed as the Presiding Officer of the ICC (Internal Complaint Committee) of our college. Furthermore she will be assisted by the following members who have also been appointed to serve on the ICC

- 1 Prof. Pranab Kirtunia
- 2 Dr Arindam Mondal
- 3 Dr Semanti Basu
- 4 Mrs Khukumani Talukdar

Besides the members of the TC, other members will be included soon and will be notified accordingly.

  
18/06/22

Principal  
Bejoy Narayan Mahavidyalaya  
P.O. - Itachuna, Dt. - Hooghly



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Ref. No. \_\_\_\_\_

Date \_\_\_\_\_

### NOTICE/12.07.2020

This is for the information of all concerned that Dr Shalmali Chakraborty has been appointed as the Presiding officer of ICC (Internal Complaint Committee) of BNMV, as per the recommendation made by it's TC (Teachers' Council). Following are members of the said committee:

1. Dr Srikanta Bose-Librarian
2. Mr Pranab Kirtunia-Assistant Professor
3. Smt Sohini Nath- Assistant Professor
4. Smt Rama Mukherjee-Associate Professor
5. Dr Semanti Basu- Assistant Professor
6. Smt Shampa Chakraborty-Non teaching Staff
7. Smt Mahua Hui-Member, Panchasyat Samiti

*(Signature)*  
12/07/2020  
Principal  
Bejoy Narayan Mahavidyalaya  
P.O.- Itachuna, Dt.- Hooghly.



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### 3. Proof of Constitution of the ICC:

- The details of the current members of the Internal Complaints Committee (ICC) are displayed on the college website under the heading Centres/Cells



- July 2018, the ICC members included the following

1. Dr.Srikanta Bose, Librarian (Presiding Officer)
2. Dr. Shalmali Chakraborty, Associate Professor, Department of Chemistry
3. Mr. Pranab Kirtunia, Assistant Professor, Department of Philosophy
4. Smt Sohini Nath, Assistant Professor, Department of Economics
5. Smt Shampa Chakraborty, Administrative Staff
6. Smt Mahua Huin, Member Panchayat Samiti (External Member)

- July 2020, the ICC members included the following

1. Dr. Shalmali Chakraborty, Associate Professor, Department of Chemistry (Presiding Officer)
2. Dr.Srikanta Bose, Librarian
3. Mr. Pranab Kirtunia, Assistant Professor, Department of Philosophy
4. Smt. Sohini Nath, Assistant Professor, Department of Economics
5. Dr. Semanti Basu. Assistant Professor, Department of Chemistry
6. Smt. Rama Mukherjee, Associate Professor, Department of Political Science
7. Smt. Shampa Chakraborty, Administrative Staff
8. Smt. Mahua Huin, Member Panchayat Samiti (External Member)



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#### 4. Report of Grievances:

##### (a) Number of complaints made to the ICC:

(i) No complaints in 2017-2018

(ii) No complaints in 2018-2019

(iii) 1 complaint in 2019-2020

- 1 case pertained to sexual harassment within college

(iv) 1 complaint in 2020-2021

- 1 case pertained to sexual harassment within college

(v) No complaints in 2021-2022

##### (b) Measures taken by ICC with respect to grievances

(i) 2017-2018 – Not applicable

(ii) 2018-2019 – Not applicable

(iii) 2019 – 2020

Complaint was against a non teaching male employee by a female non teaching employee. An enquiry, as per UGC Regulation 2015, was completed within three months and report was submitted. As the respondent made an apology and the complainant accepted it, the case was solved and dissolved. However a report with the findings was sent to the Principal on 22<sup>nd</sup> November 2019.

(iv) 2020 – 2021

Complaint was against a male teacher by a female teacher. An enquiry, as per UGC Regulation 2015, was completed within three months and report was submitted. As the respondent made an apology and the complainant accepted it, the case was solved and dissolved. However a report with the findings was sent to the Principal.

(v) 2021 – 2022 - Not applicable



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Date. 01-07-2023.

## Details of ICC Meetings held between 2017 – 2022

SL.NO	YEAR	PURPOSE	DATES	TOTAL NO OF MEETINGS
1	2017-2018	Meeting held to organize a seminar on 18 <sup>th</sup> March 2018, on the topic 'A glimpse on Feminist Philosophy'	10.03.2018	01
2.	2018-2019	Awareness Session for the ICC members about the law and Visakha Guidelines	07.01.2019	02
		Meeting on distribution of leaflets and posters in the college campus	18.03.2019	
3.	2019-2020	Complain received from the Complainant regarding sexual harassment in the campus. All ICC members were reported about the case, members to call the Complainant in the next meeting.	05.08.2019	04
		ICC members listened to the Complainant and resolved to call the Respondent in the next meeting	09.08.2019	
		Respondent was sent for who apologized to the Complainant and matter was resolved. The resolution of the meeting was sent to the Principal.	22.11.2019	
		Meeting was convened to organize International Women Day Seminar on 9 <sup>th</sup> March with Social Science departments on the topic 'Relevance of POCSO for Girl Child in Today's India' & 'Substantive Gender Inequality in India'	25.02.2020	
4.	2020-2021	Complaint received from the Principals' office and the members met on a virtual meeting. All ICC members were informed about the incident and another meeting was scheduled with the Complainant and Respondent.	12.12.2020	02
		ICC members listened to both sides of the case, the Respondent apologized and the case was resolved on a virtual meeting. Report was sent to the Principal accordingly.	15.12.2020	
5	2021-2022	Meeting was held to induct two new members in the cell replacing existing 2 others.	04.06.2021	
		Meeting of ICC to convene a seminar on 'Contemporary issues related to Women Empowerment in India' to commemorate the International Women's Day on 8 <sup>th</sup> March. The Presiding Officer of the Cell to deliver a talk on	05.03.2022	

		'PoSH Act' for students and staff of the college. Meeting was held to organize a 'Hygiene and Sanitization' meet with the girl students of the college on 1 <sup>st</sup> April 2022	25.03.2022	03
6	2022-2023	Meeting of the IC members to get acquainted with role of IC, Vishakha Guidelines and POSH Act.	10.10.2022	
		Members of ICC met with the faculties of Sanskrit department to solve an issue with a women faculty of the department.	12.04.2023	
		Regular meeting of ICC members to discuss future plans and programs.	22.06.2023	

*[Handwritten Signature]*  
01-07-2023

Principal  
Bejoy Narayan Mahavidyalaya  
P.O. - Itachuna, Dt. Hooghly.

# ICC