



Internal Complaints Committee Bijni College::Bijni

The Internal Complaints Committee of Bijni College (ICCBC) is constituted under sub-regulation (1) of regulations of University Grants Commission of India in Gazette Notification Dated 2nd May 2016 for Prevention, Prohibition, and Redressal of sexual harassment of women employees and students in higher educational institutions, Regulations 2015.

ICCBC

The ICCBC serves as a critical mechanism for addressing grievances related to specifically discrimination, and other forms of misconduct within the academic community specifically focusing on the well-being and safety of women staff. It plays a pivotal role in creating a conducive work environment that fosters dignity, respect and equality.

Vision

1. Zero Tolerance for Harassment and Discrimination

The ICC envisions a university community where harassment and discrimination are not tolerated in any form. It aspires to create a culture of respect and inclusivity where every individual is valued and respected.

2. Empowering Women of Institution

The ICCBC seeks to empower girl students and women staff by providing them with the support and resources they need to thrive in their roles. This includes offering counseling services, legal assistance, and access to mentorship programs aimed at professional development.

3. Building Women Awareness and Prevention of Sexual Discrimination

The ICCBC aims to raise awareness about harassment and discrimination through education and training programs promoting prevention strategies and bystander intervention techniques, it strives to a more vigilant and supportive community.

Mission

1. Ensuring a Safe and Supportive Environment

The primary mission of the ICCBC is to create an environment where girl students and women staff feel safe and supported to raise concerns without fear of reprisal. This entails fostering a culture where harassment and discrimination are not tolerated and where individuals are empowered to speak up.

2. Promoting Gender Equality

The ICCBC has mission to promote gender equality by addressing systemic issues that disproportionately affect women in academia. This includes tackling gender bias, ensuring equitable access to opportunities, and supporting the advancement of women in their careers.

3. Facilitating Fair and Transparent Processes

The ICCBC strives to uphold fairness and transparency in its processes for investigating complaints. This involves providing clear guidelines, conducting impartial investigations, and ensuring that all parties involved are treated with respect and dignity.

ICCBC Leadership

1. Commitment to Diversity and Inclusion:

The leadership of the ICC is diverse and inclusive, reflecting the varied experiences and perspectives within the institution. It is composed of individuals who are dedicated to promoting gender equality and who have a deep understanding of the issues facing women staff.

2. Expertise in Conflict Resolution

The leadership of the ICC possesses expertise in conflict resolution, mediation, and legal procedures. They are able to handle sensitive issues with professionalism, empathy, and discretion.

3. Accessibility and Accountability

The leadership of the ICC is accessible to all members of the university community and accountable for their actions. They are responsive to concerns raised by women staff and committed to implementing meaningful change to address systemic issues.

ICCBC serves as a vital resource for addressing grievances and promoting gender equality within the institutional academic community. By fostering a culture of respect, inclusivity, and accountability, it plays a crucial role in creating a safe and supportive environment where women staff can thrive.

ICCBC Responsibilities

1. The ICCBC provide assistance if an employee or a student chooses to file a complaint with the police;
2. It provides mechanisms of dispute redressal and dialogue to anticipate and address issues through just and fair conciliation without undermining the complainant's rights, and minimize the need for purely punitive approaches that lead to further resentment, alienation or violence;
3. It protects the safety of the complainant by not divulging the person's identity, and provide the mandatory relief by way of sanctioned leave or relaxation of attendance requirement or transfer to another department or supervisor as required during the pendency of the complaint, or also provide for the transfer of the offender;
4. It ensures that victims or witnesses are not victimized or discriminated against while dealing with complaints of sexual harassment;
5. It ensures prohibition of retaliation or adverse action against a covered individual because the employee or the student is engaged in protected activity.
6. Regular meetings are conducted along with meeting on any complaint received.

As per notification of the Gazette of India, Extraordinary, Part III-Section 4, New Delhi, Monday, May 2, 2016 an Internal Complaints Committee of Bijni College has been constituted with the following Presiding Officer and Members:

Sl. No.	Name of Member	Designation
1	Sabita Ray Contact No. 8638151599 Email: sabitaray93@gmail.com	Presiding Officer
2	Aparna Misra Contact No.7002729732 Email: aparmisar89@gmail.com	Member
3	Dr. Urmila Poddar Contact No. 8638751359 Email: dr.upoddar@gmail.com	Member
4	Opurba Daimari Contact No. 8011953900 Email: daimaopu@gmail.com	Member
5	Khanthai Basumatary Contact No.8473833767 Email:khanthaipty@gmail.com	Member
6	Tanisha Roy Contact No. 9395195534 Email: troy22916@gmail.com	Member
7	Diyamoni Muchahary Contact No.9954400958 Email:diyamonimuchahary@gmail.com	Member
8	Najiya Akhtar Contact No. 6003975437 Email: najiyaakhtar@gmail.com	Member
9	Rukmini Daimary Contact No. 9957494455 Email: rukminidaimary500@gmail.com	Member from NGO

Helpline No : 8638151599/7002729732/8638751359

Email ID : bcashc1969@gmail.com

The Committee has been approved by the competent authority.




 Principal/Secretary GB
 Bijni College::Bijni
Principal
Bijni College, Bijni