



## **Internal Complaint Cell (ICC), United College, Chandigarh**

### **Formation:**

The UGC Regulation of 2015 was followed in the formation of the ICC, United College. In order to ensure that the female community can visit the college fearlessly, we at UCC would like to have an ICC exclusively for female staff and students. The complaint cell wants female students to attend their classes without fear or discrimination, and women employees to work without fear. The key principle of this cell is that women receive fairness wherever they work and pursue their studies. It is forbidden for anyone to make sexual remarks to them while they are making an attempt to enrol in college. They have the right to file a complaint with the ICC if they feel insecure and have grievances against anyone. ICC will then make an effort to deliver justice to female employees and students.

This can be recalled that India's first legislation specifically addressing the issue of workplace sexual harassment is the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 which was enacted by the Ministry of Women and Child Development, India in 2013.

Afterwards, the UGC Regulations 2015, which address the prevention, prohibition, and redress of sexual harassment of female staff and students in Higher Educational Institutions, began offering institutions the means to establish an Internal Complaint committee (ICC).

The concerns and grievances of female employees and students will be addressed by this complaint cell. The Internal Complaints Cell (ICC) and the Gender Sensitization Cell will collaborate in tackling sexual harassment at the campus study centre and workplace.

As explicitly stated in UGC rule 2015, this cell will be in charge of the investigating complaints of sexual harassment, processing complaints, interim remedy, penalty and compensation, taking action against baseless complaints, consequences of non-compliance, etc.

## Objectives:

(1) To treat female students and employees fairly; (2) To prevent sexual harassment on campus; (3) To find cooperative solutions for any and all complaints.

## ICC committee:

- (1) Dr BD Thumdal, Principal: Chairman
- (2) BD Maria Anal, Assistant Professor, Pol Science: Co-ordinator
- (3) Dr DaneyChara, Associate Professor, English: Member
- (4) S. Binokumari Devi, Associate Professor, Geology: Member
- (5) SK Dominic Bepol, Assistant Professor, History: Member
- (6) Dr Angpong Augustine Roel, Assistant Professor, Physical Education: Member
- (7) Dr Mohd Mustaque Ahmed, Assistant Professor, Botany: Member
- (8) Dr Guisuibou Daimi, Assistant Professor, Zoology

## Plan of Action:

The committee decided to take the following decisions into effect at its first meeting on 12 August 2022.

1. Resolved that the campus community's female students and employees shall be treated fairly.
2. Agreed that all complaints will receive the proper justice in accordance with UGC policies and guidelines 2015.
3. Resolved that all sexual harassment offenders will be dealt with in accordance with national law and UGC guidelines.
4. Resolved that inadequate or inappropriate complaints would also result in penalties.
5. Agreed that gender-related topics shall be periodically addressed to raise awareness of women's empowerment.



(BD Maria Anal, Co-ordinator, ICC)(Dr BD Thumdal, Principal Chairman, ICC)

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