

## **Internal Complaints Committee (ICC), S.P.P College, Namti**

In pursuance to the UGC/ Supreme Court guidelines, the S.P.P. College, Namti has constituted an Internal Complaints Committee for gender sensitization and handling complaints against sexual harassment. The committee addresses complaints such as discriminatory behaviour and sexual harassment lodged by any member of the college which he or she observes or become aware of. The committee also advises the authority to take necessary remedial actions including punishment against the offender. The committee consists of representatives from the faculty members, non-teaching staff, students and local community. The composition and existing official members are as follows:

***Presiding officer:***     Sehida Khatoon (Associate Professor, Department of Sociology)

***Faculty members:***     Binita Tamuley (Associate Professor, Department of Education)

Jyoti Gogoi (Associate Professor, Department of Assamese)

***Non-teaching members:*** Prasanta Hazarika (Office Assistant)

Saroj Gogoi (Library Assistant)

***Student member:***     President, Student Union

Secretary, Girls' Common Room

***Local Members:***     SyedaSemimaFarhana

### **Objectives:**

The ICC is formed mainly to execute the prevention of sexual harassment policy outlined by the UGC/Supreme Court. Therefore, the committee upholds the following objectives:

- To prevent and prohibit incidents of sexual harassment of female employees and students in the college.
- To sensitize the female employees and students about the fundamental rights to have a safe and healthy environment in the college.

### **Scope:**

Since the ICC is formed to look into the matter of internal complaints, it has exclusive power to receive and address complaints from any of the female members of students, teaching and non-teaching staffs of the college.

### **Procedure**

The internal complaint committee shall adopt the following steps to resolve/ sort out the offences

- The complaint must be lodged with the college authority by the aggrieved person(s).
- The college authority will forward it to ICC for necessary step.
- The ICC will look into the matter (s)/ incidents (s) in a meeting and adopt a resolution for conducting an enquiry into the incident (s).
- After enquiry, the ICC will recommend the following steps-
  - Apology for light offence.
  - Expulsion from the college for a few days if the offence is not so serious.
  - Refer the case(s) to the college authority in case of serious offence.

- Refer the case(s) to the legal authority by the college authority if needed.

### **Report**

On 03.03.2020, the Principal, SPP College, Namti wrote a letter to the Presiding Officer, ICC asking her to investigate into the expulsion case of Smt. Madhusmita Gogoi, a student of B.A. 2<sup>nd</sup> semester studying in the college and staying as a boarder in Girls' Hostel of the college. She was expelled from the hostel for a year for violation of hostel rules. In pursuance to the said letter, a meeting of ICC was held in the college on 04.03.2020 to look into the matter and the meeting adopted a resolution to conduct an enquiry into the case.

The complaint was lodged by the hostel warden regarding the violation of hostel rules and expulsion of the said boarder. The ICC after having enquired the case found that the quantum of punishment awarded by the hostel warden to the boarder had strong merit. Therefore, the committee resolved the matter by considering the punishment as adequate and allowed her to come back to the hostel after a year based on her passionate apology.



Mrs. Sehida Khatoon  
Presiding Officer, ICC  
SPP College, Namti