

Internal Complaints Committee, Kamala Nehru College

ICC 2016

The session began with the formation of a new Internal Complaints Committee comprising representatives of the teaching staff, non-teaching staff and two external experts. A student from each year is invited to attend meetings of the committee to sensitise them on gender. As per the new provisions of the Act, the members were nominated based on their interest and inclination towards the issue.

The committee held its first meeting in the new session where the agenda and activities for the following session were planned out. The focus for the semester was creating awareness about the new provisions in the law and general concerns amongst the members of the non-teaching staff. There was another talk conducted by Vageshwari Deswal in December who raised some important concerns around the law and held an engaging session with students and the staff members. The committee also addressed a complaint by a student and guided the case to its best possible conclusion. In the second semester, the committee continued its agenda of spreading awareness around the issue on campus by engaging students and faculty. The committee pursued the campaign it had organised, collecting signatures of students of our college as well as of neighbouring Gargi College, for a Metro feeder bus to the College. Further, on complaints by students that they get disturbed by boys creating nuisance across the road from the college, the committee contacted the local DCP and the road is now under a constant monitoring of police. The committee also met a few times to address a complaint by a member of a non-teaching staff and the case has been resolved.

ICC Report 2017

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The Internal Complaints Committee committee organised an 'Open House Discussion for the students community of the college on 'Understanding the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 on 21st September, 2017 in the college auditorium. The resource person for the session was a senior lawyer and legal activist Ms. Bulbul Das. The event comprised of a lecture by Ms. Das focusing on the history and contemporary challenges around the law. This was followed by an engaging interaction between her and students raising various concerns and dilemmas faced by young women students and their approach to the law. The lecture was well attended by the students of college and the discussions were fruitful.

The Committee took cognizance of any official complaint, if received and acted upon it, as per the guidelines.

ICC Report –2018

In response to a common letter sent to all colleges by the Proctor Office of University of Delhi on 8th Feb'2018, the Internal complaints Committee in collaboration with the Students

Union and Proctorial Committee organized fresh elections for the ICC student representatives of all three years. The election was held on 27th March '2018. The report and name of the elected students were sent to the Proctor office of University of Delhi.

The regular term (2018-2019) elections for the ICC student representatives of all three years was held along with Student Union Elections on September 7'2018. The names of the students were displayed on college notice boards and the college website.

An extensive on-campus survey around the issue and concerns of sexual harassment faced by students and the role of the Internal complaints Committee, was conducted by the student representatives in August 2018.

This was followed by a classroom awareness drive conducted by the student representatives to inform and create awareness amongst students around the main role and functions of ICC and student representatives, how could they reach out to the Committee, the procedure and the law.

The ICC organized a session on 'Understanding Sexual Harassment: Issues and Concerns' for all the students, in collaboration with the Centre for the Studies in Gender and Sexuality, Ashoka University, on 31st October, 2018 in the college auditorium. The session was especially focussed on the class representatives of all sections across disciplines as a point of contact for the ICC student representatives. The session was well received by students on the idea of sexual harassment, its definition as per the act its scope and limitations.

In response to complaints of sexual harassment faced by students on the DTC bus route 544, ICC, Kamala Nehru College under the leadership of Principal Dr. Kalpana Bhakuni took the initiative in collaboration with Gargi College and Jeejabai Institute of Technology and organized meetings with DTC officials, SHO, Haus Khas to address the concerns of students. In response to our persistent requests, DTC started a 'Ladies Special' on the same bus route 544 from 2nd November' 2018 onwards.

ICC Report 2020

Report for the webinar organised by the Psychology department in collaboration with ICC.

In joint collaboration, the Department of Psychology and Internal Complaints Committee hosted webinar on 26th May 2020 to address some of the concerns and share critical reflections around online violence and sexual harassment against women. Dr. Kalpana Bhakuni opened the session by discussing how the rise of Internet age has led to empowerment of voices of women and other marginalized groups, yet it has also led to increase in the incidents of various forms of online sexual harassment including cyber stalking, rape threats, blackmail, picture morphing and even more. She stressed on the importance of discussing the feminist, legal and psychological perspectives on sexual harassment against women in online spaces. The esteemed panelists of the webinar included Dr. Bijayalaxmi Nanda, Acting Principal, Miranda House and a feminist scholar. Dr. Nanda spoke about a wide range of issues underlying women working in public spheres. She emphasized on the need to sensitize workforce to the changing work dynamics post Covid-19 vis-à-vis women's lives. Ms. Joseph Monati, the second panelist made students and faculty aware of the information they are putting in the online world. He enlightened us with the

information regarding the various legal redressal mechanisms available for women. Finally, Ms. Achira Chatterjee a clinical psychologist shared that any discussion on sexual harassment against women cannot be at the expense of conversation with boys and men. Parents, teachers, and society need to understand how socially sanctioned objectification of women plays an important role in sexual harassment of women in online spaces. The webinar that saw the participation of over 70 participants, ended with a question and answer session and a vote of thanks.