



# বৰপেটাৰোড-হাউলী মহাবিদ্যালয়

## B. H. COLLEGE

(ESTD. - 1966)

### Internal Complaints Committee (ICC) of B. H. College

#### About the ICC of B.H. College

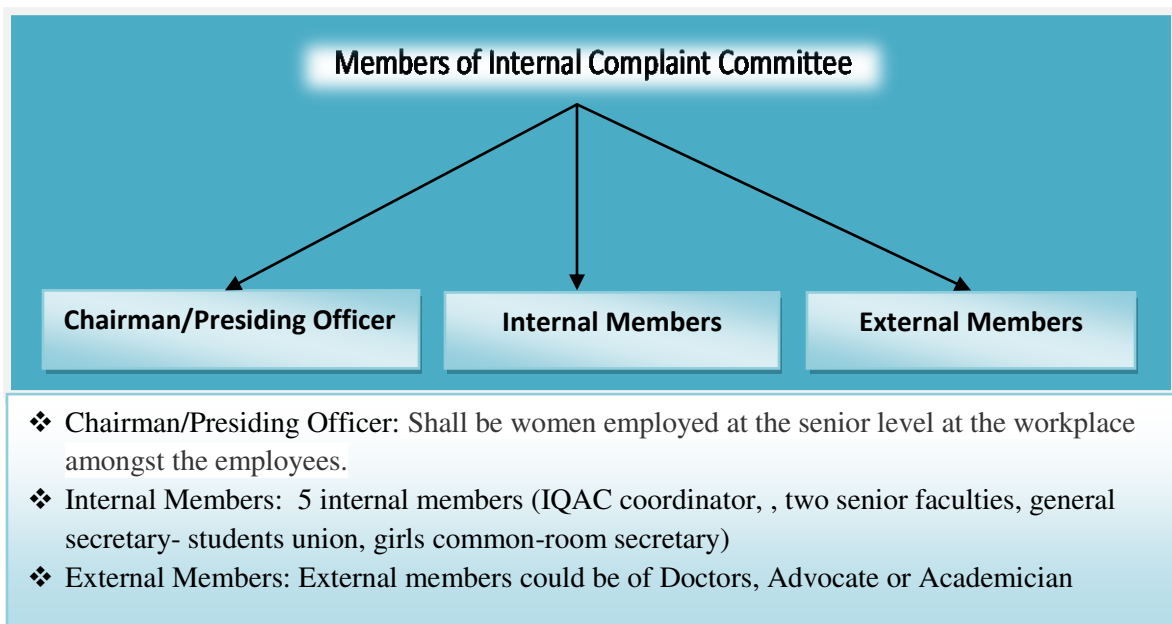
B. H. College is dedicated to offer a secure learning and work environment to its Girls students and Lady Staff. Thus, in accordance with the institution's values, and the instructions of National Commission for Women and the directives of the Hon'ble Supreme Court's Judgment (Attachment 1) regarding the subject of Sexual Harassment of women in the workplace, the Gender Sensitization Committee against Sexual Harassment (GSCSH) was established in April, 2015 which reframed as Internal Complaint Committee (ICC) in 2023. ICC of B.H.College has been formed in accordance with the criteria set forth by the Supreme Court, UGC, Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013.

#### Objectives

- (1) To promote the sense of dignity and self-worth among girl students and ladies faculty members.
- (2) To provide services including legal assistance and counseling in cases of crimes against women.
- (3) To raise awareness of women's rights and duties.
- (4) To build self-esteem and dignity among girl students and ladies faculty members.
- (5) To prevent gender discrimination and Sexual Harassment at workplace.



### Formation of ICC



### Who can approach ICC for help?

Any female member (Faculty Member, student or non-teaching staff member) of B.H. College can seek justice from the ICC of the college

### Understanding of Sexual Harassment

"Sexual Harassment" is understood as any unwanted sexually inclined behaviour that makes someone feel upset, scared, offended or humiliated. Such behavior includes:



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- Sexual comments or noises – for example, catcalling or wolf-whistling.
- Sexual gestures.
- Showing pornography (books, photographs, paintings, films, pamphlets, packages, etc. containing ‘indecent representation of women’)
- Any other unwelcome physical, verbal or non-verbal conduct of sexual nature.
- Sending emails or texts with sexual content – for example, unwanted ‘sexts’ or ‘dick pics’.
- Sexual posts or contact on social media.
- Intrusive questions about a person’s private or sex life.
- Someone discussing their own sex life.
- Commenting on someone's body, appearance or what they’re wearing.
- Spreading sexual rumours.
- Displaying images of a sexual nature.

### Possible punishment against the accused

Punitive action can be any of the following, depending on the severity of the matter:

- ✓ Warnings,
- ✓ written apologies,
- ✓ Adverse remarks in the confidential report,
- ✓ Stopping of increments/promotion
- ✓ Suspensions,
- ✓ Dismissals,
- ✓ And any other pertinent measures.



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### How to lodge a complaint?

- You can submit your complaint here-

[Internal Complaint e-Form \(click here\)](#)

- Alternatively, you can send an email to [bhc1966@bhcollege.ac.in](mailto:bhc1966@bhcollege.ac.in)
- You may also refer to <http://www.bhcollege.ac.in/online/GRC>

*Your complaint will be kept CONFIDENTIAL.*

### Enquiry Process

- ❖ The inquiry shall be completed within a period of 60 days from the date of the complaint.
- ❖ The ICC B.H. College shall provide a report of its findings to the Principal within a period of 5 days from the date of completion of the inquiry and such report shall be made available to the concerned parties.
- ❖ If the allegation has been proved, the ICC shall recommend punitive action(s) to be taken against the accused.
- ❖ The Principal shall act upon the recommendation within 30 days of receiving it.

The applicant may track the progress of the complaint at our *online file tracking system* using the login credential which will be provided by the ICC immediately after submission of the complaint.

### *An Appeal to ALL*

Everybody, please remember that accusations regarding **Sexual Harassment** are extremely serious and should never be made in frivolous manner. This platform should not be used to settle personal enmity or for any other fabricated purpose.



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**Useful Documents/Notice**

- ❖ Supreme Court's Judgment on Sexual Harassment ( [Attachment-1](#))
- ❖ Handbook on Sexual Harassment

*Helpline no(s)*

- ICC B.H.College office: 03666-296535
- Principal: 9435513261
- Women helpline no: 181
- Emergency Response Support System: 112
- Assam State Commission for Women: 0361-2220150



**Principal  
B.H. College, Howly**

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