



Phone : (033) 2970-1513 (Office)
(033) 2407-1828
Mobile : 9432207607

NEW ALIPORE COLLEGE

GOVT. SPONSORED • NAAC ACCREDITED - GRADE B⁺ • ISO Certified (IN12629A)

NEW ALIPORE, KOLKATA-700 053

E-mail : newaliporecollege@yahoo.co.in • Website : www.newaliporecollege.ac.in

Ref. No.

Date

INTERNAL COMPLAINTS CELL

COMPOSITION (W.E.F. 04 JUL 2022)

Dr. Somdatta Banerjee, President

Dr. Sunanda Goenka (Principal, Jogesh Chandra Chaudhuri Law College), External member

Dr. Susreema Dutta (Vice-President, ISGF), External Member

Dr. Mahuya Bhowmick, (Senior Faculty, Derozio Memorial College), External member

Officer-in-Charge, New Alipore College P.S.

Secretary Teacher's Council

Dr. Neela Sarkar

Dr. Rita Chaudhuri

Dr. Anupam Karmakar

Mr. Utpal Sarkar

Ms. Devarati Mandal

Ms. Nabanita Goswami

Smt. Suparna Saha, NTS

Students' Representative


Principal
New Alipore College
Block-I, New Alipore
Kolkata - 700 053



Phone : (033) 2970-1513 (Office)

(033) 2407-1828

Mobile : 9432207607

NEW ALIPORE COLLEGE

GOVT. SPONSORED • NAAC ACCREDITED - GRADE B* • ISO Certified (IN12629A)

NEW ALIPORE, KOLKATA-700 053

E-mail : newaliporecollege@yahoo.co.in • Website : www.newaliporecollege.ac.in

Ref. No.

Date

The Cell previously functioned as Anti-Sexual Harassment Cell with the following members:

Dr Somdatta Banerjee, Convener

Dr. Sunanda Goenka (Principal, Jogesh Chandra Chaudhuri Law College)

Dr. Mahuya Bhowmick, Senior Faculty, Derozio Memorial College, External member

Secretary Teacher's Council

Mr. Utpal Sarkar

Ms. Devarati Mandal

Ms. Sumana Ganguli

Ms. Nabanita Goswami

Ms. Rupa Yadav

Smt. Suparna Saha, NTS

GS, Students' Union

But the Cell with some alterations began to function as Internal Complaints Cell since 4th July 2022.

Principal
New Alipore College
Block-I, New Alipore
Kolkata - 700 053



Phone : (033) 2970-1513 (Office)
(033) 2407-1828
Mobile : 9432207607

NEW ALIPORE COLLEGE

GOVT. SPONSORED • NAAC ACCREDITED - GRADE B⁺ • ISO Certified (IN12629A)

NEW ALIPORE, KOLKATA-700 053

E-mail : newaliporecollege@yahoo.co.in • Website : www.newaliporecollege.ac.in

Ref. No.

Date

OBJECTIVES OF THE CELL

- To execute the directive of the Supreme Court (and as per UGC directives) in respect of implementing a policy against sexual harassment in the institution.
- To ensure the implementation of the policy in letter and spirit through proper reporting of the complaints and their follow-up procedures.
- To provide an academic environment free of gender-based discrimination.
- To ensure equal access of all facilities and participation in activities of the college.
- To promote a social and psychological environment that will raise awareness about sexual harassment in its various forms.
- As per the guidelines of UGC, NAAC and the Supreme Court an Anti Sexual Harassment Cell has been established by the College to provide a healthy and congenial atmosphere to the staff and students of the College. The cell was constituted to meet the four basic objectives:
 - To develop the guidelines and norms for a policy against sexual harassment.
 - To develop principles and procedures for combating sexual harassment.
 - To work out details for the implementation of the policy.
 - To prepare a detailed plan of action, both short and long term.
- To comply with the provisions of the Sexual Harassment at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (Act) and to develop and implement a policy against sexual harassment of women at the College.
- To uphold Women's Right to Protection against Sexual Harassment and for the prevention and redressal of sexual harassment of women.
- To evolve a permanent mechanism for the prevention, prohibition and redressal of sexual harassment of women at College.
- To actively promote a social, physical and psychological environment that will raise awareness about and deter acts of sexual harassment of women.
- To undertake all necessary and reasonable steps including the constitution of appropriate committees for purposes of gender sensitization and to conduct enquiries into complaints of sexual harassment.
- Sexual Harassment at workplace is a violation of women's right to gender equality, life and liberty. It creates an insecure and hostile work environment, which discourages women's participation in study and work, thereby adversely affecting their economic empowerment and the goal of inclusive growth.


Principal
New Alipore College
Block-I, New Alipore
Kolkata - 700 053



Phone : (033) 2970-1513 (Office)
(033) 2407-1828
Mobile : 9432207807

NEW ALIPORE COLLEGE

GOVT SPONSORED • NAAC ACCREDITED - GRADE B* • ISO Certified (IN12629A)

NEW ALIPORE, KOLKATA-700 053

E-mail : newaliporecollege@yahoo.co.in • Website : www.newaliporecollege.ac.in

Ref. No.

Date

- The Indian Parliament passed the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Bill in the Lok Sabha on 3rd September 2012 and Rajya Sabha on 26th February 2013. The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 was made effective on 23rd April 2013 by way of publication in the Gazette of India.
- The Ministry of Women and Child Development has notified the Sexual Harassment at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (Act) and the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Rules, 2013 (Rules). As per the notification, the Act has come into force with effect from December 9, 2013.

WHAT CONSTITUTES SEXUAL HARASSMENT ?

- Circumstances of promise (implied or explicit) of preferential treatment in employment;
- Threat of detrimental treatment in employment;
- Threat about employment (present or future);
- Creating an intimidating or offensive or hostile work environment, or interference with work for the above;
- Humiliating treatment that may affect the lady employee's health or safety
- Unwelcome sexually determined behaviour (whether directly or by implication) such as physical contact and advances,
- Demand or request for sexual favours, sexually coloured remarks, showing pornography,
- Any other unwelcome physical verbal or non-verbal conduct of sexual nature.
- Sexual pranks, or repeated sexual teasing, jokes, or innuendo, in person or via e-mail;
- Verbal abuse of a sexual nature;
- Touching or grabbing of a sexual nature;
- Repeatedly standing too close to or brushing up against a person;
- Repeatedly asking a person to socialize during off-duty hours when the person has said no or has indicated he or she is not interested (supervisors in particular should be careful not to pressure their employees to socialize);
- Giving gifts or leaving objects that are sexually suggestive;
- Repeatedly making sexually suggestive gestures;


Principal
New Alipore College
Block-I, New Alipore
Kolkata - 700 053



Phone : (033) 2970-1513 (Office)

(033) 2407-1828

Mobile : 9432207607

NEW ALIPORE COLLEGE

GOVT SPONSORED • NAAC ACCREDITED - GRADE B⁺ • ISO Certified (IN12629A)

NEW ALIPORE, KOLKATA-700 053

E-mail : newaliporecollege@yahoo.co.in • Website : www.newaliporecollege.ac.in

Ref. No.

Date

- Making or posting sexually demeaning or offensive pictures, cartoons or other materials in the workplace;
- Off-duty, unwelcome conduct of a sexual nature that affects the work environment.
- A victim of sexual harassment can be a man or a woman. The victim can be of the same sex as the harasser. The harasser can be a supervisor, co-worker, other Department employee, or a nonemployee who has a business relationship with the Department.

HOW TO LODGE A COMPLAINT ?

A written complaint may be addressed to the President of the Cell. If the complaint is made to the Principal or any of the Committee members, they may forward it to the President of ICC. Drop Box may be used.

You may also click the below link to submit your complaint: -

<https://rb.gv/jxiurwe>

FUNCTIONS, POWERS, AND RESPONSIBILITIES OF THE MEMBERS OF THE CELL:

- Promote measures aimed at achieving gender equality, removal of gender bias or discrimination, sexual harassment, and other acts of gender-based violence.
- Organize awareness programmes and campaigns for the benefit of all members of the College on sexual harassment and gender-based discrimination;
- Fulfil the directives of and guidelines issued by the Supreme Court to create an academic and work environment that is free of sexual harassment or gender-based discrimination;
- Receive and redress complaints received from any member of the College (including students, research scholars, staff, hostel residents and outsiders on College premises) alleging sexual harassment by another member(s) of the College;


Principal
New Alipore College
Block-I, New Alipore
Kolkata - 700 053



Phone : (033) 2970-1513 (Office)
(033) 2407-1828
Mobile : 9432207807

NEW ALIPORE COLLEGE

GOVT. SPONSORED • NAAC ACCREDITED - GRADE B⁺ • ISO Certified (IN12629A)

NEW ALIPORE, KOLKATA-700 053

E-mail : newaliporecollege@yahoo.co.in • Website : www.newaliporecollege.ac.in

Ref. No.

Date

- Take suo-moto cognizance of any act of sexual harassment or gender-based discrimination on the College campus and/or facilities and to take further action in this regard;
- Conduct formal inquiry and investigate and take decisions upon each complaint and recommend appropriate punishment or action to be taken, by the appropriate authority, in each instance.
- Engage the services of professionals or other experts in the course of performing its functions.
- Ensure that all information pertaining either to complaints registered and the proceedings and findings of any inquiries and/or investigations are kept strictly confidential.

Principal
New Alipore College
Block-I, New Alipore
Kolkata - 700 053



Phone (033) 2970-1513 (Office)
(033) 2407-1828
Mobile 9432207607

NEW ALIPORE COLLEGE

GOVT. SPONSORED • NAAC ACCREDITED - GRADE B⁺ • ISO Certified (IN12629A)

NEW ALIPORE, KOLKATA-700 053

E-mail : newaliporecollege@yahoo.co.in • Website www.newaliporecollege.ac.in

Ref. No

Date

TIMELY REDRESSAL OF THE GRIEVANCES BY THE ANTI-SEXUAL HARASSMENT CELL

The Anti-Sexual Harassment Cell was constituted in the July 2019-June 2020 academic session. It held its first meeting on 19.9.219. Since then, it has been working to generate awareness, ensure the implementation of the policy of zero tolerance to sexual harassment, provide an academic environment free of gender-based discrimination, and ensure equal access to all facilities and participation in activities of the college

Since its inception, all the cases regarding sexual harassment, Sexual pranks, or repeated sexual teasing, jokes, or innuendo, in person or via e-mail or any other social media platform; verbal abuse of a sexual nature are placed in front of the above-mentioned Cell.

No. of cases registered in Last 3 years			
Sl.No	Year	No.of Grievances Registered	Redressal Status and action taken
1	2019-2020	2	Solved
2	2020-2021	3	Solved
3	2021-2022	-	NA

AWARENESS PROGRAMMES, WORKSHOPS ORGANIZED BY THE CELL

State Level Webinars were organized on 1st Oct and 3rd Oct 2021 in collaboration with Psychological Counselling Cell and Women' Cell, IQAC and South Calcutta Girls' College to generate awareness. A detailed discussion by Advocate Kaushik Gupta on understanding consent in the light of preventing Sexual Harassment at workplace was held.

A Self Defence Workshop was held in collaboration with NSS, New Alipore College on 14th March 2022. Apart from theoretical know ledge of Self Defence, The faculty and students learnt some basic methods of self-defence.


Principal
New Alipore College
Block-I, New Alipore
Kolkata - 700 053



Phone (033) 2970-1513 (Office)
(033) 2407-1828
Mobile 9432207607

NEW ALIPORE COLLEGE

GOVT. SPONSORED • NAAC ACCREDITED - GRADE B⁺ • ISO Certified (IN12625A)

NEW ALIPORE, KOLKATA-700 053

E-mail : newaliporecollege@yahoo.co.in • Website : www.newaliporecollege.ac.in

Ref. No

Date

On 21st March 2022, Dept of Anthropology and the Cell jointly organize a seminar on Understanding Gender and LGBTQ: Challenges and opportunities. Students were made aware about challenges and harassment faced by a section of the society.



Principal
New Alipore College
Block-I, New Alipore
Kolkata - 700 053



Phone : (033) 2970-1513 (Office)
 (033) 2407-1828
 Mobile : 9432207607

NEW ALIPORE COLLEGE

GOVT. SPONSORED • NAAC ACCREDITED - GRADE B+ • ISO Certified (IN12629A)

NEW ALIPORE, KOLKATA-700 053

E-mail : newaliporecollege@yahoo.co.in • Website : www.newaliporecollege.ac.in

Ref. No.

Date

NEW ALIPORE COLLEGE
 INVITES YOU TO A STATE LEVEL WEBINAR
 JOINTLY ORGANIZED BY
 PSYCHOLOGICAL COUNSELLING CELL, ANTI-SEXUAL HARASSMENT CELL,
 WOMEN'S CELL
 (UNDER THE INTERNAL QUALITY ASSURANCE CELL, NAAC)
 IN COLLABORATION WITH
 SOUTH CALCUTTA GIRLS' COLLEGE

Understanding Consent in the light of Preventing Sexual Harassment at Workplace
 Resource Person: Dr. Suman Choudhary, Kolkata High Court

Gender, Sex and Sexuality
 Topic: Gender-based Psychological Distress

04.10.2022
 6 PM

NEW ALIPORE COLLEGE
 INVITES YOU TO A STATE LEVEL WEBINAR
 JOINTLY ORGANIZED BY
 PSYCHOLOGICAL COUNSELLING CELL, ANTI-SEXUAL HARASSMENT CELL,
 WOMEN'S CELL
 (UNDER THE INTERNAL QUALITY ASSURANCE CELL, NAAC)
 IN COLLABORATION WITH
 SOUTH CALCUTTA GIRLS' COLLEGE

TOPIC: STRESS MANAGEMENT
 Resource Person: Dr. Samapika Das Biswas, Associate Professor and Counsellor, ICM Kolkata

01.10.2022
 6 PM


 Principal
 New Alipore College
 Block-I, New Alipore
 Kolkata - 700 053