

INTERNAL COMPLAINTS COMMITTEE

JLN College is a coeducational institution providing equal opportunities to all. Men and women work together in a congenial atmosphere, however if there are any complaints involving physical contacts or advances, demand for sexual favours, sexually tainted remarks, and any unwelcome physical, verbal or nonverbal expressions of a sexual nature; it is addressed and appropriate action is taken. This cell aims at sensitizing the students and staff to work diligently to prevent sexual harassment in the college. Complaints of sexual harassment shall be lodged with the Committee and appropriate disciplinary action is initiated by the members in accordance to the rules and regulations of the college.

Why ICC?

- It is formed according to the provisions of the POSH ACT-Sexual Harassment of Women at Workplace Act of 2013, 9 th December 2013. (Prevention, Prohibition and Redressal).
- It is also mentioned in University Grants Commission (Prevention, Prohibition and Redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015- 2 nd May 2016.

What is ICC?

The POSH Act demanded an ICC be made at all workplaces for the redressal of sexual harassment cases.

Functions of ICC :

- To prevent sexual harassment at workplace.
- To prevent discrimination and sexual harassment against girls by promoting gender amity among students and employees
- To conduct periodical programmes on women empowerment.
- To provide conducive environment and congenial atmosphere for women.

Who can approach ICC?

Any *aggrieved woman* who has suffered harassment at workplace can approach ICC.

Aggrieved woman includes:

- a. Woman who is an employee, or
- b. Someone visiting workplace, or
- c. Student
- d. A legal heir or a person prescribed can make a complaint on behalf of the woman, if the aggrieved is unable to do so, on account of physical, mental capacity or death.

Ref. No. :

Date : 19.05.2018

Minutes of Internal Complaints Committee (ICC) Meeting

A meeting of Internal Complaints Committee was held on 19th / May 2018 in Principal Chamber at 2.10 p.m.

The following members were present in the meeting:

- | | | | |
|-----------------------------|-------------|----------------|-------------------------------------|
| 1. Prof. N. Pradhan | Chairman | +91 9934395098 | <i>N Pradhan</i>
19/05/18 |
| 2. Dr. Arun Kumar | Coordinator | | <i>Arun Kumar</i>
19/05/2018 |
| 3. Dr. Srinivas Kumar | Member | | <i>Srinivas Kumar</i>
19.05.2018 |
| 4. Dr. Geeta Soy | Member | | <i>Geeta Soy</i>
19/5/18 |
| 5. Sri B.K. Mishra | Member | | <i>B.K. Mishra</i>
19.5.2018 |
| 6. Sri Pankaj Kumar Pradhan | Member | | <i>Pankaj Pradhan</i>
19/5/18 |
| 7. Mrs. Kakuli Sarangi | Member | | <i>Kakuli Sarangi</i>
19/5/18 |

- In the meeting the members discussed about the provisions of the POSH ACT-Sexual Harassment of Women at workplace Act of 2013.
- It was observed that The POSH Act demanded an ICC be made at all workplaces for the redressal of sexual harassment cases.
- The ICC decided that however no complaint was registered till date, but there is a need to be more functional and to organize the various awareness programme.

B.K. Mishra
19/5/18

Arun Kumar
19/05/2018

Geeta Soy
19.05.2018

Pankaj Pradhan
19/5/18

Kakuli Sarangi
19/5/18

N Pradhan
19.05.18
Principal

L.N. College, Chakradharpur
Constituent Unit of Kolhan University

JAWAHAR LAL NEHRU COLLEGE, CHAKRADHARPUR

(A Post Graduate Constituent Unit of Kolhan University, Chaibasa)

(Email: jlncollege.org@gmail.com)

(Website : www.jlncollege.org)

Date : 25.01.2019

Ref. No. :

Minutes of Internal Complaints Committee (ICC) Meeting

A meeting of Internal Complaints Committee was held on 25th/Jan/ 2019 in Principal Chamber at 2.30 p.m.

The following members were present in the meeting:

- | | | | |
|-----------------------------|-------------|----------------|-------------------------------------|
| 1. Prof. N. Pradhan | Chairman | +91 9934395098 | <i>N. Pradhan</i>
25.01-19 |
| 2. Dr. Arun Kumar | Coordinator | | <i>Arun Kumar</i>
25/01/2019 |
| 3. Dr. Srinivas Kumar | Member | | <i>Srinivas Kumar</i>
25.01.2019 |
| 4. Dr. Geeta Soy | Member | | <i>Geeta Soy</i>
25.01.2019 |
| 5. Sri B.K. Mishra | Member | | <i>B.K. Mishra</i>
25/1/19 |
| 6. Sri Pankaj Kumar Pradhan | Member | | <i>Pankaj Pradhan</i>
25/1/19 |
| 7. Mrs. Kakuli Sarangi | Member | | <i>Kakuli Sarangi</i>
25/1/19 |

- It was decided that since the POSH Act demanded an ICC be made at all workplaces for the redressal of sexual harassment cases, so in our college it will be more active.
- It was discussed and resolved that awareness program will be organized to prevent discrimination and sexual harassment against girls by promoting gender amity among students and employees

Pankaj Pradhan
25/1/19

Srinivas Kumar
25/01/2019

Geeta Soy
25/01/19

Arun Kumar
25/01/2019

B.K. Mishra
25-1-2019

N. Pradhan
Principal
J.L.N. College, Chakradharpur
Constituent Unit of Kolhan University
Kakuli Sarangi
25/1/19

Ref. No. :

Date : 20.03.2020

Minutes of Internal Complaints Committee (ICC) Meeting

A meeting of Internal Complaints Committee was held on 20th/March 2020 in Principal Chamber at 2.40 p.m.

The following members were present in the meeting:

- | | | |
|-----------------------------|------------------|----------------------------------|
| 1. Dr. Arun Kumar | Chairman | <i>[Signature]</i>
20/3/2020 |
| 2. Dr. Geeta Soy | Member Secretary | <i>[Signature]</i>
20.03.2020 |
| 3. Sri B.K. Mishra | Member | <i>[Signature]</i>
20.3.20 |
| 4. Sri P. S. Sarangi | Member | <i>[Signature]</i> |
| 5. Sri Pankaj Kumar Pradhan | Member | <i>[Signature]</i>
20.3.2020 |
| 6. Mrs. Kakuli Sarangi | Member | <i>[Signature]</i>
20/3/2020 |

- In the meeting it was decided To conduct periodical programmes on women empowerment.
- The Internal Complaints Committee decided to provide conducive environment and congenial atmosphere for women
- It was found that no complaints were registered by any stake holders till date.

[Signature]
20/3/2020

[Signature]
Principal
20/3/2020

J.L.N. College, Chakradharpur,
Constituent Unit of Kolhan University

[Signature]
20/03/2020

[Signature]
P.S. Sarangi

[Signature]
20/3/20

Ref. No. :

Date : 25.06.2021

Minutes of Internal Complaints Committee (ICC) Meeting

A meeting of Internal Complaints Committee was held on 25th/June/2021 in Principal Chamber at 2.10 p.m.

The following members were present in the meeting:

- | | | |
|-----------------------------|------------------|---------------------------------|
| 1. Dr. Arun Kumar | Chairman | <i>[Signature]</i>
25/06/21 |
| 2. Dr. Geeta Soy | Member Secretary | <i>[Signature]</i>
25/06/21 |
| 3. Sri B.K. Mishra | Member | <i>[Signature]</i>
25/6/21 |
| 4. Sri P. S. Sarangi | Member | <i>[Signature]</i>
25-6-2021 |
| 5. Sri Pankaj Kumar Pradhan | Member | <i>[Signature]</i>
25/6/21 |
| 6. Mrs. Kakuli Sarangi | Member | <i>[Signature]</i>
25/6/21 |

- In the meeting it was decided to focus on the following functions of ICC :

- To prevent sexual harassment at workplace.
- To prevent discrimination and sexual harassment against girls by promoting gender amity among students and employees
- To conduct periodical programmes on women empowerment.
- To provide conducive environment and congenial atmosphere for women.

- To Coordinate with the programs concerned with against Sexual Harassment and Gender Sensitization

[Signature]
25/6/21

[Signature]
25/06/21

[Signature]
25-6-2021

[Signature]
25/6/21
Principal
J.L.N. College, Chakradharpur
Constituent Unit of Kolhan University

JAWAHAR LAL NEHRU COLLEGE, CHAKRADHARPUR

(A Post Graduate Constituent Unit of Kolhan University, Chaibasa)
(Website : www.jlncollege.org) (Email: jlncollege.org@gmail.com)

Ref. No.

Date : 09.04.2022

Minutes of Internal Complaints Committee (ICC) Meeting

A meeting of Internal Complaints Committee was held on 9th April 2022 in Principal Chamber at 2.00 p.m.

The following members were present in the meeting:

- | | |
|-----------------------------|------------------|
| 1. Dr. Srinivas Kumar | Chairman |
| 2. Dr. Geeta Soy | Member Secretary |
| 3. Prof. Aditya Kumar | Member |
| 4. Sri B.K. Mishra | Member |
| 5. Sri P. S. Sarangi | Member |
| 6. Sri Pankaj Kumar Pradhan | Member |
| 7. Mrs. Kakuli Sarangi | Member |

[Handwritten signatures and dates for members 1-7]
 09/04/2022
 09/04/2022
 09/04/2022
 09/04/2022
 09/04/2022
 09/04/2022
 09/04/2022

- In the meeting it was discussed to take proper actions if any complaints are lodged. However it was found that no coplanits reported till date.
- It was decided in the meeting that a legal heir or a person prescribed can make a complaint on behalf of the woman, if the aggrieved is unable to do so, on account of physical, mental capacity or death.

[Handwritten signatures and dates for members 1-7]
 09/04/2022
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 09/04/2022
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 09/04/2022
 09/04/2022
 09/04/2022

[Handwritten signature of Principal]
 Principal
 J.L.N. College, Chakradharpur
 Constituent Unit of Kolhan University

Ref. No. :

Date : 08.06.2023

Minutes of Internal Complaints Committee (ICC) Meeting

A meeting of Internal Complaints Committee was held on 08th, June
2023 in Principal Chamber at 2.00 p.m.

The following members were present in the meeting:

- | | |
|-----------------------------|------------------|
| 1. Dr. Srinivas Kumar | Chairman |
| 2. Dr. Geeta Soy | Member Secretary |
| 3. Prof. Aditya Kumar | Member |
| 4. Dr. Kumar Das | Member |
| 5. Prof Shashwati Kumari | Member |
| 6. Sri Pankaj Kumar Pradhan | Member |
| 7. Mrs. Kakuli Sarangi | Member |

[Signature]
08/06/2023

[Signature]
08/06/2023

[Signature]
8/6/2023

[Signature]
08/06/23

[Signature]
8-6-2023

- It was discussed and resolved that awareness program will be organized to prevent discrimination and sexual harassment against girls by promoting gender amity among students and employees.
- In the meeting it was decided to focus on the precautionary measures to prevent sexual harassment at workplace.
- It was also decided that steps should be taken to prevent discrimination and sexual harassment against girls by promoting gender amity among students and employees

[Signature]
8/6/2023

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08/06/23

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08/06/2023

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8-6-2023

[Signature]
08/06/2023