

A meeting of the Sexual Harassment Committee (Internal Complaints Committee) was held in the Principal's Room on 19 January 2018 at 2:00 PM.

Following members attended the Meeting -

- 1) Ms. Shalini Khanna      NED      Shalini
- 2) Sh. D. S. Mehandru      Advocate      Dhruv
- 3) Dr. Neeta Dhungia      Presiding Officer      Neeta
- 4) Dr. Amrjeet Kaur      Senior level      Amrjeet  
    Women Employee
- 5) Ms. Meera Dhiri      Non teaching      Meera  
    employee
- 6) Sh. Abhinev Sharma      Non teaching      Abhinev  
    Employee
- 7) Dr. Mrs. Manmohan Kaur      Principal      M. Kaur

The College Complaints Committee has been functional in the college ever since the inception and promulgation of ordinance XV-D by the University of Delhi and directives under this ordinance to the affiliated colleges to set up the Committee. Since its commencement/establishment, the Committee has been meeting regularly and following all directives/amendments as prescribed by the Apex Committee from time to time.

In the year 2013, Ordinance XV-D was replaced by "Sexual Harassment of Women at Workplace, (Prevention, Prohibition and Redressal) Act, 2013 enacted by the Ministry of Women and Child Development. Accordingly directives were received by the University

in the year 2014  
of Delhi, requiring all affiliated colleges  
to reconstitute the Complaints Committee  
as per the new guidelines and  
rename it as Internal Complaints  
Committee or Sexual Harassment Committee.

The term of the Committee is to  
be for three years. Observing the  
guidelines of the Act, the Internal  
Complaints Committee of the College  
was reconstituted in January 2018  
and the above members were inducted  
as new members of the Committee.

Ms. Shalini Khanna and Mr. D.S. Mehendru  
joined the Committee as new external  
members. Dr. Neeta Dhungir and Dr. Anurag  
Kaur were the new presiding officers

and senior level women employee respectively.

Respected Principal Madam started the meeting by extending a welcome address to the new members. Further, both the new members were presented with a bouquet of flowers. Thereafter, Principal Madam bid farewell to the outgoing members — Dr P.K. Anand (Convener), Mr. Rajesh Ketyal (advocate) and Dr. Vandana Mishra (NGO Rep.). Each of these ex-members were honoured with a bouquet of flowers and a ~~token~~ memento as a token of respect and appreciation. Principal Madam warmly acknowledged the association of the external members with the Committee and placed on

record her gratitude and regards to the outgoing Committee members for their valuable services and advice to the Committee. At this point, Principal Madam left the room and discussion commenced amongst the new Committee members. Ms. Shalini Khanna, the NFO representative, enquired about different courses offered by the college. She wanted to know the ratio of girls in the total strength of students. Advocate DS Mehandru was keen to know about any past complaints received by the Committee and how those complaints were resolved. Both these members expressed their view that Anti-Sexual

Harassment Policy adopted by the College must be widely circulated amongst all students as well as all members of teaching/non teaching staff.

Ms. Shalini suggested that the Committee must regularly organise awareness sessions in the form of Seminars, Street plays, Lectures etc to sensitise all stakeholders about the punitive actions and repercussions of <sup>any act of</sup> sexual harassment.

It was also suggested to be displayed on the Notice Board about the "Zero Tolerance Zone" for Sexual Harassment.

The meeting came to an end with a vote of thanks to all members.

## Elections for the student members of Internal Complaint Committee

A notification no. PCTO/2018/122 dated 8.02.2018 was received from the University of Delhi requesting all Colleges to conduct the elections for the members of ICC under the UGC Regulation 2015. The schedule for conduct of elections is affixed herewith.

With the view to conduct fair elections and also to oversee the electoral process, a Committee was constituted by the College Principal Dr. Mrs. Manmohan Kaur. Following are the members of the Committee -

- |    |                        |                        |
|----|------------------------|------------------------|
| a) | Dr. Mrs. Manmohan Kaur | Principal              |
| b) | Dr. Gurmohinder Singh  | Vice-Principal         |
| c) | Dr. Neeta Dhingra      | Convener ICC           |
| d) | Dr. Amarjeet Kaur      | Associate Professor    |
| e) | Ms. Meera Dhiri        | Administrative Officer |

~~12/02/18~~  
12/02/18

A meeting of ICC Elections Committee took place on 12 February 2018 at 1:00 PM in principal's room. Following members attended the meeting-

- a) Dr. Mrs. Man Mohan Kaur Man Mohan
- b) Dr. Gurmohinder Singh G Singh
- c) Dr. Neeta Dhingra Neeta
- d) Dr. Anandjeet Kaur Anandjeet
- e) Ms. Meera Dhiri Meera

It was decided in the meeting that nominations may be invited from students (boys and girls) of all Courses/Semesters. Further, the members unanimously agreed that the notice for inviting nominations should be put up on



the same day. It was also decided to post the notice on the College website.

A specimen copy of the nomination form was drafted and approved by all members. Ms. Meera Dhir, Administrative officer (offiating) was given the responsibility of issue of nomination forms to the interested candidates.

It was suggested that every nomination form should be accompanied with the students' I Card (photocopy). For submission of nomination forms, a box duly sealed was placed in AO's room.

A meeting of the ICC Elections Committee took place on 27th Feb 2018 at 10:00 AM in the Principal's room. Following members attended the meeting -

- (a) Dr. Manmohan Kaur H. Kaur
- (b) Dr. Gurmohinder Singh Jay
- (c) Dr. Neeta Dhillon M. Dhillon
- (d) Dr. Anajest Kaur Soni
- (e) Mrs. Meera Dhillon Meera

The agenda of the meeting was to open the nomination forms Box and scrutinise the forms received. The scrutiny of nomination forms was scheduled for 23rd Feb. 2018. However, teaching was suspended on 23rd Feb after 12:00 noon on account of <sup>University</sup> flower show therefore the meeting took place on 27th Feb, '18.

In the presence of all Committee members the box was opened and forms were examined / scrutinised for further processing. It was decided to put up the notice for withdrawal of nomination by the applicants on the same day and withdrawals could be entertained till 4:00 pm in the afternoon.

Following members met at the Principal's office on 27th Feb 2018 at 5:00 Pm to declare the duly nominated list of Candidates.

- (a) Dr. Man Mohan Kaur unopposed
- (b) Dr. Neeta Dhungra MDL/PP
- (c) Mrs. Meera Dhiri Yee
- (d) Dr. Gurnohinder Singh Jr

Three forms for nomination to the Internal Complaints Committee were received, scrutinised and cleared for further action. However, since only three students were to be elected to the Committee and the College received only three forms, all the three students were declared elected unopposed. Principal Dr. Man Mohan Kaur announced the induction of these three students into the Internal Complaints

Committee of the College. The students

are —

- (a) Shambhari' BBE Sem IV
- (b) Anushtha B Com Hons Sem IV
- (c) Abhay Singh Mehra BBE Sem II

A meeting of the Internal Complaints Committee took place on 27 July 2019 at 11:30 am in Principal's room. Following members attended the meeting —

- ① Dr. Gurmokinder Singh  
Vice Principal 27/7/19
- ② Dr. Neeta Dhillon  
Presiding Officer M.Dhillon
- ③ Dr. Amerjeet Kaur  
Employee member Smt.
- ④ Sh. D. S. Mehandru  
Advocate Dhru
- ⑤ Ms. Anjana Patial  
NGO Rep. Anjana
- ⑥ Mrs. Meera Dhiri  
Non-teaching member Meera
- ⑦ Sh. Abhinav Sharma  
Non-teaching member Abhinav

At the outset, the presiding officer Dr. Neeta welcomed all the members to the meeting and also introduced and welcomed Ms. Ankana Patel to the Internal Complaints Committee of the College. The presiding officer informed the members that Ms. Ankana works as Officer Incharge (Programs) in an NGO named ASKA which works for upliftment and rehabilitation of differently-abled individuals.

Next, the presiding officer apprised the members that owing to strict discipline and efficient administration by the College authorities, the Committee did not receive any complaint of sexual harassment in the outgoing year.

Further On being asked about the amendments in the Act, the advocate member Sh. D. S. Mehendru informed the members that an increase of 43% has been registered in cases of molestation across the Country which has necessitated certain amendments in the Sexual Harassment Act, 2013. New provisions have been incorporated into the act making the punitive aspects more stringent. However, the

said amendments are yet to be notified.

Ms. Ankana expressed the need to organise an awareness session in the College where students can be provided with a brief overview of the Act and major provisions contained therein. Dr. Amrjeet Kaur supported the idea raised by Ms. Ankana and stated that in contemporary times youth need to be sensitised about Gender Equality and respect for the opposite sex.

General discussion steered towards hike in the cases of violence against women. All members expressed their anguish and concern about the general deterioration in the society esp. w.r.t. plight of women. It was opined by all that better moral education right from the school level continuing till higher education could curb this mentality and instil an ethical and healthy mindset amongst youth.

The meeting came to an end with a vote of thanks to all members

9/10/19  
21/07/19



## WEBINAR On POSH

The Internal Complaint Committee, in collaboration with the ICAC of the College organised a Webinar on 16 June 2020. The topic was

"Sexual Harassment of Women at Workplace (Prevention, Prohibition, Redressal) Act, 2013. Our guest Speaker was Ms. Prita Jha, a noted Solicitor, Women's and Children's rights activists. The report on the Webinar is attached herewith.