



GOVERNMENT OF WEST BENGAL  
OFFICE OF THE PRINCIPAL  
*Maulana Azad College*



8, RAFI AHMED KIDWAI ROAD, KOLKATA 700013, INDIA  
Phone: 033 2249-3737/2226-7814 e-mail: maulanaazadcollegekolkata@gmail.com  
Website: <https://maulanaazadcollegekolkata.ac.in>

## Internal Complaints Committee (ICC)

### Annual Report 2018-19

The Internal Complaints Committee, Maulana Azad College was formed on 02/02/2016, as per the Gazette Notification no. 2733, dated December 9<sup>th</sup> 2013 and 'The Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013. The Committee was formed following the UGC (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Education Institutions) Regulations, 2015. The details of the initiation of the ICC, Maulana Azad College, its activities, and programmes are available at the College website. The Committee organize and conduct Gender Sensitization Programmes time to time to sensitize students and the teaching and non-teaching members of the College. It is to be mentioned that the college unit of the ICC has two methods of lodging grievances/complaints- one a dedicated Mail id mentioned on a separate page at the Website and two, an ICC Complaint Box just outside the office of the Principal, which are checked at regular intervals. There were no complaints received from the students/ others during this period.

### Internal Complaints Committee of Maulana Azad College: Composition and Structure

Designation	Name	Contact Details
<b>Chair-person (Ex-Officio)</b>	<b>Principal</b> Maulana Azad College	Email-Id: <a href="mailto:maulanaazadcollegekolkata@gmail.com">maulanaazadcollegekolkata@gmail.com</a> Phone no: 033-22493737
<b>Convenor and Presiding Officer</b>	<b>Smt. Anuradha Sen</b> Associate Professor of Philosophy	Email-Id: <a href="mailto:anuradha.sen@maulanaazadcollegekolkata.ac.in">anuradha.sen@maulanaazadcollegekolkata.ac.in</a> Phone No: 9432916932
<b>Legal Advisor</b>	<b>Dr. Mahua Patra</b> Assistant Professor of Sociology	Email-Id: <a href="mailto:mahua.patra@maulanaazadcollegekolkata.ac.in">mahua.patra@maulanaazadcollegekolkata.ac.in</a> Ph No: 9007917416
<b>Committee Members</b>	<b>Paramita Maharatna</b> Associate Professor of History	Email-Id: <a href="mailto:pramita.maharatna@maulanaazadcollegekolkata.ac.in">pramita.maharatna@maulanaazadcollegekolkata.ac.in</a> Ph no. 9830388650
	<b>Smt. Debkalpa Basu Das</b>	Email-Id: <a href="mailto:debkalpabd@rediffmail.com">debkalpabd@rediffmail.com</a>



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<b>Dr. Aditi Basu</b> Associate Professor of Sociology	Email-Id: <a href="mailto:aditi.basu@maulanaazadcollegekolkata.ac.in">aditi.basu@maulanaazadcollegekolkata.ac.in</a> Phone No. 9830201735
<b>Dr. Mahua Patra</b> Assistant Professor of Sociology	Email-Id: <a href="mailto:mahua.patra@maulanaazadcollegekolkata.ac.in">mahua.patra@maulanaazadcollegekolkata.ac.in</a> Ph No: 9007917416
<b>Dr. Suparna Mitra</b> Associate Professor of Philosophy	Email-Id: <a href="mailto:suparna.mitra@maulanaazadcollegekolkata.ac.in">suparna.mitra@maulanaazadcollegekolkata.ac.in</a> Phone No. 9433007868
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<b>Smt. Jayati Mitra</b> Accountant	Email-Id: <a href="mailto:jayatimitra67@gmail.com">jayatimitra67@gmail.com</a> Ph no. 7980863890
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<b>Tausif Alam</b> Students Representative	Email id: <a href="mailto:tausifalam1000@gmail.com">tausifalam1000@gmail.com</a> Phone no: 8981404292
<b>Dr. Shashi nath Mandal</b> DDPI, Higher Education Directorate, Govt. of West Bengal, Nodal Officer, Law Cell	Email-Id: <a href="mailto:professor.snm@gmail.com">professor.snm@gmail.com</a> Phone no: 8250844948



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**Activity:**

- ❖ A Seminar held on 07/08/2018 at 12 noon titled “যে হেনস্থা নজরে পড়ে না” (The Harassment We Tend to Overlook) keeping the memory of International Women’s Day. The lecture was delivered by the speaker Prof. **Shefali Moitra**, Professor of Philosophy Jadavpur University. The inspiring lecture on the day mainly focused on the harassment women face every day and are generally ignored, and how we can stop them.
- ❖ Regular meetings have been scheduled to discuss and planning of the activity of the committee.

**Complaints Received:** Nil

**Complaints Redressed:** NA

  
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## Internal Complaints Committee (ICC)

### Annual Report 2019-20

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<b>Legal Advisor</b>	<b>Mr. Pinaki Motilal</b> Senior Advocate, Calcutta High Court	Email-Id: <a href="mailto:rudramatilal@gmail.com">rudramatilal@gmail.com</a> Phone No. 9748512401
<b>Committee Members</b>	<b>Smt. Debkalpa Basu Das</b> Member of NGO "AGAMEE" (External Member)	Email-Id: <a href="mailto:debkalpabd@rediffmail.com">debkalpabd@rediffmail.com</a> Phone No. 9163882830
	<b>Dr. Aditi Basu,</b> Associate Professor of Sociology	Email-Id: <a href="mailto:aditi.basu@maulanaazadcollegekolkata.ac.in">aditi.basu@maulanaazadcollegekolkata.ac.in</a> Phone No. 9830201735



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<b>Dr. Sreya Maitra</b> Assistant Professor of Pol. Science Department	Email-Id: <a href="mailto:sreya.maitra@gmail.com">sreya.maitra@gmail.com</a> Ph No.: 9830513530
<b>Smt. Jayati Mitra</b> Accountant	Email-Id : <a href="mailto:jayatimitra67@gmail.com">jayatimitra67@gmail.com</a> Ph No. 7980863890
<b>Smt. Arpita Ghosh</b> Office Staff	Email-Id: <a href="mailto:arpi.tutun124@gmail.com">arpi.tutun124@gmail.com</a> Phone no: 8240197883
<b>Shri Prabir Chandra Ghosh Roy</b> JDPI, Higher Education Directorate, Govt. of West Bengal (External Mmber)	Email-Id: <a href="mailto:pghoshroy1@gmail.com">pghoshroy1@gmail.com</a> Phone No. 8910780178

**Activity:**

- ◆ A State level seminar was organized to sensitize the students and employees of the Institution in the Seminar Hall on 18.07.2019, Thursday at 2 PM. The lecture delivered by Prof. Miratun Nahar, an eminent social activist on the topic “অর্ধেক মানুষের অপচয়”. The audience was enthralled and inspired by her talk which was manifested by a long session of interaction between her and the audience.
- ◆ Regular meetings have been scheduled to discuss and planning of the activity of the committee.

**Complaints: NIL**

**Complaint redressed: NA**

  
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## Internal Complaints Committee (ICC)

### Annual Report 2020-21

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### Internal Complaints Committee of Maulana Azad College: Composition and Structure

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<b>Chair-person (Ex-Officio)</b>	<b>Principal</b> Maulana Azad College	Email-Id: <a href="mailto:maulanaazadcollegekolkata@gmail.com">maulanaazadcollegekolkata@gmail.com</a> Phone no: 033-22493737
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<b>Legal Advisor</b>	<b>Mr. Pinaki Motilal</b> Senior Advocate Calcutta High Court	Email-Id: <a href="mailto:rudramatilal@gmail.com">rudramatilal@gmail.com</a> Phone No. 9748512401
<b>Committee Members</b>	<b>Smt. Debkalpa Basu Das</b> Member of NGO “AGAMEE” (External Member)	Email-Id: <a href="mailto:debkalpabd@rediffmail.com">debkalpabd@rediffmail.com</a> Phone No. 9163882830
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**Shri Prabir Chandra Ghosh Roy** Email-Id: [pghoshroy1@gmail.com](mailto:pghoshroy1@gmail.com)  
Phone No. 8910780178  
JDPI, Higher Education Directorate  
(External Member)

**Activity:**

- ◆ Regular meetings through online mode have been scheduled to discuss the activity of the committee during Covid period.

**Complaint Received : Nil**

**Complaint Redressed : NA**

  
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## Internal Complaints Committee (ICC)

### Annual Report 2021-22

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### Internal Complaints Committee of Maulana Azad College: Composition and Structure

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<b>Legal Advisor External Member</b>	<b>Mr. Pinaki Motilal</b> Senior Advocate, Calcutta High Court	Email-Id: <a href="mailto:rudramatilal@gmail.com">rudramatilal@gmail.com</a> Phone No. 9748512401
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<b>Shri Prabir Chandra Ghosh Roy</b> JDPI, Higher Education Directorate, Govt. of West Bengal (External Member)	Email-Id: <a href="mailto:pghoshroy1@gmail.com">pghoshroy1@gmail.com</a> Phone No. 8910780178

#### Activity:

- A webinar was held on 02/09/2021 at 2 pm using the zoom platform. The lecture was delivered by the speaker **Dr. Basabi Chakraborty** of Rabindra Bharati University and the topic was “**Women Rights and the Human Rights,**” using the following link:  
<https://zoom.us/j/94554544519?pwd=TnhDOXczNUJlc2FWdUs2NnYybJxQT09>  
The inspiring lecture on the day introduced and reiterated the concept of women’s rights, rights sanctioned by the constitution of India and the need for women to be aware of and acknowledge their rights. She advocated for the use of women’s right to empower themselves in the society.
- A Seminar titled ‘**Steps towards Equality**’ was organized on 08.03.2022 on the occasion of **International Women’s Day**, as part of the **awareness programme on gender sensitisation**. The speakers, **Smt. Sukanya Kar**, a social activist who was associated with “Swayam”, elaborated on women’s equality in the society and their empowerment to be achieved in order to eradicate the differences still existent in the society. She moved into the past and present condition of women and tried to trace the changes as well as the weaknesses of social outlook towards women. The second speaker, **Smt. Debkalpa Basu**, a member of the NGO Agami, (having MOU with ICC, Maulana Azad College) shared her field experiences with the audience. She and her NGO have been working with the women victims of male and social atrocities for decades. She also presented a solo dramatic representation of women’s suffering through the ages with poetic rendition.
- Regular meetings have been scheduled to discuss the activity and planning of the committee.



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### **Complaint Received: Case 1**

A meeting was held on 07/10/2021 on Google meet platform at 8.30 pm based on the complaint received via e-mail by a student accusing another student. The link of the meeting was shared with the ICC members, faculty members, concerned students and their parents. The parents of accused and complainant also attended the meeting. The faculty members also attended the meeting.

### **Complaint Redressed**

After the discussion involving both the parties the teachers present in the meeting came to the conclusions that accused had harassed the complainant which was admitted by the accused. Considering the events by the discussion the faculty members present in the google meet suggested if the accused is given a free run there will be extremely negative consequences and long-lasting damage to the college and its reputation.

The committee resolved recommended college authority to cancel the admission of the accused. Complying the resolution admission of the accused was cancelled on 8/10/2021 by the College Authority.

### **Complaints Received: Case 2**

In response to a complaint received by the Internal Complaints Committee (ICC) via e-mail, a meeting was held on 17/12/2021, the Friday at Google meet at 7.30p.m.. The complaint lodged by the student was endorsed by a professor.

It was clear that the allegation is against an unknown identity, a trespasser who managed to have an access to enter an ongoing online class on the G-suite platform of the said teacher and disturbed the class by passing comments on the class and on the complainant in an inappropriate and obscene manner.

### **Complaint Redressed**

Soon the ICC and the Faculty members and the accused and the complainant had a meeting.

The NGO member and the Counselor tried to ease the psychological trauma experienced by the complainant. The entire meeting with the aggrieved student was recorded. In this regard the ICC made the following suggestions:

1. The College authority was advised to contact the Cyber-crime cell at the Police Headquarter , Kolkata to handle the situation to sort out the problem.
2. Online mode of teaching and learning, usually a regular phenomenon during the Covid time, needs to be used, regulated, and monitored carefully so that cyber safety and security of the students are maintained. There should be regular awareness programme arranged for the students and teachers focusing on their online individual behaviour, group behaviour, like maintaining secrecy about the phone numbers of the group members, class links shared in the groups etc.



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3. There should be notification made by the College Authority for students regarding strictest measures to be taken against a student if found sharing the phone number or links to outsiders

**Complaint Received: Case 3**

A complaint letter was received by the Internal Complaints Committee on 25. 02.2022 from two students of our college, stating verbal and physical abuse with a sexual connotations against the LGBTQIA++ community by a group of students of the college which caused them mental harassment. They had a specific complaint against two students. A meeting was held on 28/02/2022. where the ICC members along with the complainants and Heads of the respective departments and the Principal who addressed the issue with a compassionate, humane, modern and rational outlook.

**Complaint Redressed:**

There was a preliminary meeting with the complainants and the ICC members to assure the student of his safety. Shortly after the ICC members along with the complainants and the Heads of the respective departments and the Principal met in the Principal's chamber where they addressed the issue with a compassionate, humane, modern, and rational outlook. There it was decided that the Heads of the Department will discuss the matter with the accused students and take strictest measures with the help of the Committee and the Principal if it is required after warning the accused students.

The Committee assured complainants of further help, which was settled amicably and the complainants expressed their satisfaction and did not report any further abuse. However, the Committee is vigilant about this matter and taking this sensitive issue seriously.

  
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Designation	Name	Contact Details
<b>Chair-person (Ex-Officio)</b>	<b>Principal</b> Maulana Azad College	Email-Id: <a href="mailto:maulanaazadcollegekolkata@gmail.com">maulanaazadcollegekolkata@gmail.com</a> Phone no: 033-22493737
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#### Activity:

- ◆ Regular meetings have been scheduled to discuss the activity, cases received and planning of the committee.

#### Complaint Received: Case 1:

A complaint letter was submitted offline to the Principal, Maulana Azad College by a student, on 17.06.2022, which was immediately referred to the Internal Complaints committee for prompt redressal. The ICC met with the complainant and the accused, on 20.06.2022 along with the Heads of the respective departments. And it was brought to their notice that the it was regarding harassment on social media platform.

#### Complaint Redressed:

The members of the Internal Complaints Committee came to the following conclusion:

The complainant was being harassed purposefully by the accused on Facebook posts which may recur in similar fashion in future. On being counselled by the ICC rigorously to the accused and the complainant separately, it was decided that the complainant would withdraw her allegations if the accused apologise to her on the public domain and also to the ICC members in writing. The accused agreed and acted accordingly. The matter was settled amicably.

  
Principal  
Maulana Azad College  
Kolkata