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DUMKAL COLLEGE

P.O-Basantapur, P.S-Dumkal, Dist.-Murshidabad, West Bengal, PIN-742406

(Govt.Aided, Affiliated to the: University of Kalyani Included under section 2(f) & 12 (B) of UGC Act.)

OBJECTIVES OF THE INTERNAL COMPLAINTS COMMITTEE (ICC)

- **To Prevent Sexual Harassment** – Ensure a safe, respectful, and harassment-free environment for students, faculty, and staff by implementing preventive measures.
- **To Promote Gender Equality** – Foster a culture of equality, dignity, and mutual respect among all individuals within the institution.
- **To Provide a Redressal Mechanism** – Establish a fair, transparent, and confidential process for addressing complaints related to sexual harassment and discrimination.
- **To Empower Victims** – Encourage individuals to speak up against harassment without fear of retaliation and ensure their complaints are handled sensitively.
- **To Conduct Awareness Programs** – Organize seminars, workshops, and campaigns to educate students and employees about sexual harassment laws and preventive measures.
- **To Ensure Confidentiality** – Maintain the privacy of complainants and respondents to protect their dignity and prevent victimization.
- **To Take Disciplinary Action** – Recommend appropriate action against offenders based on the findings of investigations, ensuring accountability.
- **To Create a Gender-Sensitive Campus** – Promote inclusivity and respect through sensitization programs and policy enforcement.
- **To Provide Psychological and Legal Support** – Offer counseling, guidance, and legal assistance to affected individuals to help them cope with the situation.
- **To Monitor and Evaluate ICC Activities** – Regularly review and improve policies, procedures, and initiatives to strengthen the committee's effectiveness in handling complaints.

Principal
Dumkal College, Basantapur
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