

## **INTERNAL COMPLAINTS COMMITTEE (ICC), DIMORIA COLLEGE, KHETRI**

The Internal Complaints Committee (ICC) of Dimoria College is established in 2024 under the University Grants Commission (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Education Institutions) Regulations, 2015. ICC, Dimoria College deals with cases of sexual harassment of the students or employees in the college and provides mechanism of dispute redressal. It advocates the empowerment of women and has zero tolerance for any kind of sexual harassment.

### **OBJECTIVES OF ICC:**

The Objectives of Internal Complaints Committee at Dimoria College includes:

- Prevention of discrimination and sexual harassment against women, by promoting gender amity among students and employees.
- Deal with cases of discrimination and sexual harassment against women in a time bound manner aiming at ensuring support services to the victim.
- Recommend appropriate punitive action against the guilty.
- To uphold the commitment of the Institute to provide an environment free of gender-based discrimination
- To create a secure physical and social environment to deter any act of sexual harassment.
- To promote a social and psychological environment to raise awareness on sexual harassment in its various forms.

### **ICC COMMITTEE COMPOSITION:**

<b>Sl. No.</b>	<b>Name</b>	<b>Designation</b>	<b>Phone No.</b>
1	Dr Minakshi Bayan Borah	Presiding Officer and Member	9854748506
2	Biren Bhuyan	Member (Teaching Staff)	7086595468
3	Dr. Mahananda Borah	Member (Teaching Staff)	9435104360
4	Achyut Malakar	Member (Teaching Staff)	9954810346
5	Afrin Nahar	Member (Teaching Staff)	9954700816
6	Archana Saharia	Member (Teaching Staff)	9864014488
7	Dr. Himarani Kalita	Member (Teaching Staff)	6003615775
8	Junu Rahang	Member (Teaching Staff)	9706350069
9	Madhurima Baruah	Member (Teaching Staff)	9435765667
10	Banani Das	Member (Non-Teaching Staff)	8723920431
11	Urmimala Deka	Member (Non-Teaching Staff)	9957606850
12	Chinmoy Paul	Member (Student)	
13	Paban Sarma	Member (Student)	
14	Sagarika Saikia	Member (Student)	
15	Anisha Das	Member (Student)	

Contact No.

9854748506; 9706350069; 9435765667

Email: [icc.dimoriacollege@gmail.com](mailto:icc.dimoriacollege@gmail.com)

Women Helpline No.: 181

\*All communication with the ICC are anonymous and privacy is maintained.

**Inquiry process:**

- The inquiry shall be completed within a period of 90 days from the date of the complaint.
- The ICC shall provide a report of its findings to the Principal within a period of 10 days from the date of completion of the inquiry and such report shall be made available to the concerned parties.
- If the allegation against the respondent has been proved, the ICC shall recommend punitive action(s) to be taken against the respondent.
- The Principal shall act upon the recommendation within 60 days of receiving it.

**RESPECT  
THE GENDER  
WHO  
GAVE YOU  
BIRTH**

**INTERNAL COMPLAINTS COMMITTEE (ICC), DIMORIA COLLEGE, KHETRI  
FOR PREVENTION OF SEXUAL HARRASSMENT**

**DCK HAS ZERO TOLERANCE TO SEXUAL  
HARRASSMENT**

**REPORT TO ICC, DCK FOR ANY UNACCEPTABLE BEHAVIOUR**

**CONTACT US AT 9854748506, 9706350069, 9435765667**

**OR EMAIL US AT [icc.dimoriacollege@gmail.com](mailto:icc.dimoriacollege@gmail.com)**



# **STOP** SEXUAL HARRASSMENT

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# **INTERNAL COMPLAINT COMMITTEE**

**For Prevention Of Sexual Harassment**



## **ZERO TOLERANCE FOR SEXUAL HARASSMENT**

- Physical contact and advances
- A demand or request for sexual favours
- Sexually colored remarks
- Showing pornography
- Cat calls
- Turning group discussions into sexual topics

- Touching an employee's clothing, hair and body
- Personal questions about sexual life
- Telling lies or spreading rumors about a person's personal sex life
- Unwanted pressures for date
- Crude gestures or talks
- Sexual innuendos or stories
- Any other unwelcome physical, verbal or non-verbal sexual nature



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**YOUR IDENTITY WILL REMAIN CONFIDENTIAL.**

# ACTIVITIES OF ICC IN 2024

## 1. Online Programme on “My Menstruation, My Pride”:

The Internal Complaints Committee (IIC) in collaboration with IQAC, Dimoria College and Global Hunt Foundation had organised a comprehensive online programme on menstrual hygiene, “My Menstruation, My Pride” on 6 June 2024 at 11 am in the Digital Conference of the college. The resource person of the programme was Mrs. Nitya Chaudhary, CSR Executive, Unicharm India. The programme was organised to create an awareness among the girl students about Menstrual Hygiene. The programme was attended by girl students of both the college and the neighbouring schools.



### Internal Complaint Committee (ICC)

in collaboration with

**IQAC, Dimoria College, Khetri, Assam**

organizes a comprehensive online program on Menstrual Hygiene



## “ My Menstruation My Pride”

on 6th June, 2024

**Time: 11:00 AM**

**Platform: Google Meet**

#### Resource Person

**Mrs. Nitya Chaudhary**

CSR Executive

Unicharm India



Meeting Link: <https://meet.google.com/apr-szsr-ytv>



## 2. Celebration of International Yoga Day 2024:

The Internal Complaints Committee (ICC) in association with Department of Political Science, ELC and IQAC, Dimoria College, celebrated the International Yoga Day 2024 on the theme “Yoga for Self and Society” at Nowagaon Anganwadi Centre, Khetri on 21 June 2024. The objective of the programme was to increase awareness about the physical and mental health benefits of yoga. The instructor was Ms. Nabashree Das.

