

**HERCULES**

INDICA

BIG BOUND SUPER FINE REGISTER

**INTERNAL COMPLAINTS  
COMMITTEE - 2022**

ICC

In accordance with the notification of the UGC dated 2<sup>nd</sup> July 2018 requesting the universities/colleges to constitute an Internal Complaints committee (ICC) and a Special Cell to deal with the issues of gender based violence and to conduct gender sensitization programmes, an Internal Complaints Committee (ICC) has been constituted on 06/03/2020. The ICC so constituted will be working as per UGC (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015. The ICC comprises of the following members:

Name	Committee Designation
1. Mrs. Tara Lohar, Associate Professor, Department of Nepali	Presiding Officer
2. Dr. P.K.Muhuri Associate Professor, Department of Chemistry	Faculty Member
3. Dr. S.P. Molommu Associate Professor, Department of History	Faculty Member
4. Dr. Samiksha Subba Assistant Librarian	Non-Teaching Staff Member
5. Mrs. Kumud Thapa Library Assistant (Part-time)	Non-Teaching Staff Member
6. Mrs. Namrata Rai Secretary, Darjeeling Himalayan Kids Club, Darjeeling.	Member from NGO
7. Miss Mousami Rai Department of Zoology	Student Member
8. Miss Shivani Rai	Student Member
9. Miss Sital Lakra Department of Economics	Student Member

*Sami Bal*  
 PRINCIPAL  
 KURSEONG COLLEGE  
 KURSEONG

# Internal Complaints Committee Kurseong College

## NOTICE

Dated: 09<sup>th</sup> March 2020

All the members of the Internal Complaints committee (ICC) are requested to attend a meeting of the Committee on 11<sup>th</sup> March 2020 at 2:00 pm in Room No. 14.

### Agenda:

- 1) Read out and Discuss the UGC ((Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015.
- 2) Discuss the Plan of Action of the Committee.
- 3) AOB.

*J. Rohan*

Mrs. Tara Lohar,  
Presiding Officer,  
Internal Complaints committee,  
Kurseong College.

Presiding Officer  
Internal Complaints Committee  
Kurseong College

A meeting of the Internal Complaints Committee is held on 11<sup>th</sup> March, 2020 at 2:00 pm in Room No. 14 to discuss the given agenda. The following members were present.

P. Dohar	The
P.K. Mulkani	<del>Chair</del>
Shera Pandi Molommu	<del>Secretary</del>
Namrata Reddy	<del>Member</del>
Kenned Shapa	<del>Member</del>
Ganika Sibba	<del>Member</del>

### Minutes

- (1) The Presiding officer, Mrs. Tara Dohar welcomed all the members of the committee. A copy of the UGC (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015 was circulated among the members and then read out by the Presiding officer. The House discussed the functions & responsibilities of the Committee.
- (2) The House discussed and prepared the Plan of Action to be undertaken.
  - (i) The UGC (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015 and the Handbook on Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013 to be uploaded in the college website for wider circulation.

(ii) Creation of e-mail id of the Committee for ease of communication and receipt of online complaints.

(iii) Flex explaining the functions of the ICC, POSH Act, names and contact details of committee members to be put up at different places in the college campus. Poster (JPEG format) regarding the same to be prepared and circulated among students and staff through whatsapp groups.

(iv) To organise Awareness Program for the students and staff regarding the functions of the ICC.

(v) To set up a complaint box in the campus for receiving complaints related to sexual harassment.

(3) AOB - It was resolved by the House that Mrs. Kuneed Thapa will monitor the complaint box regularly and report the same to the Presiding Officer. The e-mail will be monitored by the Presiding Officer.

There being no other agenda, the meeting ended with thanks to and from the chair.

J. Rohan  
Presiding Officer  
Internal Complaints Committee  
Kursong College

# Action Taken Report

## Internal Complaints Committee

### Kurseong College

#### 2019-20

Plan of Action	Action taken
1. UGC ((Prevention, Prohibition and Redressal of Sexual Harassement of Women Employees and Students in Higher Educational Institutions) Regulations, 2015 and Handbook on Sexual Harassment of Women at Workplace (Prevention, Prohibition and redressal) Act, 2013 to be uploaded in the college website	Uploaded in college website
2. Creation of email id of the Committee	Email id created
3. Flex explaining the functions of the ICC, POSH Act, names and contact details of committee members to be put up at different places in the college campus. Poster (JPEG format) regarding the same to be prepared and circulated among students and staff through whatsapp groups.	Completed.
4. To organize Awareness Program for the students and staff regarding the functions of the ICC.	Could not be carried out due to the pandemic.
5. To set up a complaint box in the campus for receiving complaints related to sexual harassment.	Completed
6. Complaints received and addressed.	Nil

*T. Rohan*

Presiding Officer  
Internal Complaints Committee  
Kurseong College

# Internal Complaints Committee Kurseong College NOTICE

Dated: 24<sup>th</sup> March 2021

All the members of the Internal Complaints committee (ICC) are requested to attend a meeting of the Committee on 26<sup>th</sup> March 2021 at 1:30 pm in Room No. 14.

## Agenda:

- 1) Confirmations of the resolutions adopted in the meeting held on 11<sup>th</sup> March 2020.
- 2) Annual Report for 2019-2020.
- 3) AOB.

*T. Rohan*

Mrs. Tara Lohar,

Presiding Officer,

Internal Complaints committee,

Kurseong College.

Presiding Officer  
Internal Complaints Committee  
Kurseong College

A meeting of the Internal Complaints Committee (ICC) is held on 26<sup>th</sup> March 2021 at 1:30pm in Room No. 14 to discuss the given agenda. The following members are present

J. Dohari

Shera Paradi Mohammed

Kennel Shapa

P.K. Mahmi

Namrata Rai

H.

Siddhant

*[Signature]*

*[Signature]*

*[Signature]*

Minutes -

(1) The Presiding Officer welcomed all the members and read out the resolutions adopted in the meeting of the Committee held on 11<sup>th</sup> March 2020. Regarding Resolution no 2 (iv), the Presiding Officer informed the House that the Committee could not organize Awareness Programme for the students and staff regarding the functions of the ICC due to the nationwide lockdown imposed by the pandemic. The House resolved to organize the said programmes and other sensitization programmes as & when the situation returns to normal.

(2) The Presiding Officer informed the House that no complaints regarding sexual harassment in the college have been received during the session 2019-20.

There being no other agenda the meeting ended with thanks to and from the chair.

Presiding Officer J. Dohari

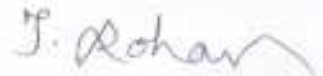
Internal Complaints Committee



**Action Taken Report  
Internal Complaints Committee  
Kurseong College  
2020-21**

During the session 2020-21, there was nationwide lockdown. As such no complaints on sexual harassment were received from students or staff.

Presiding Officer  
Internal Complaints Committee  
Kurseong College



Mrs. Tara Lohar,  
Presiding Officer,  
Internal Complaints committee,  
Kurseong College.

**Internal Complaints Committee**  
**Kurseong College**  
**Session 2021-2022**

Name	Committee Designation
1. Dr. Srijana Rai, Associate Professor, Department of Economics	Presiding Officer
2. Mr. B. K. Rai Assistant Professor, Department of Zoology	Faculty Member
3. Dr. N. K.C. Lepcha Assistant Professor, Department of Geography	Faculty Member
4. Dr. Samiksha Subba Assistant Librarian	Non-Teaching Staff Member
5. Mrs. Kumud Thapa Library Assistant (Part-time)	Non-Teaching Staff Member
6. Mrs. Sapna Rai Advocate Senior PP (Panel) Additional session Court, Kurseong.	Legal Advisor
7. Miss Baishali Mondal, 3 <sup>rd</sup> Semester Department of English	Student Member
8. Miss Lashang Lama, 5 <sup>th</sup> Semester Department of History	Student Member
9. Shreya Tamang, 3 <sup>rd</sup> Semester Department of Zoology	Student Member

  
PRINCIPAL  
KURSEONG COLLEGE  
KURSEONG

# Internal Complaints Committee Kurseong College NOTICE


Dated: 08<sup>th</sup> August 2022

All the members of the Internal Complaints committee (ICC) are requested to attend a meeting of the Committee on 10<sup>th</sup> August 2022 at 2:00 pm in Room No. 14.

## Agenda:

1. Confirmation of resolutions adopted in the meeting held on 26/03/2021.
2. Annual Report 2020-21.
3. AOB.

Presiding Officer  
Internal Complaints Committee  
Kurseong College

  
Dr. Srijana Rai,  
Presiding Officer,  
Internal Complaints committee,  
Kurseong College.

A meeting of the Internal Complaints Committee (ICC) is held on 10<sup>th</sup> August 2022 at 2:00pm in the Room No. 14 to discuss the given agenda. The following members are present.

1) Dr. Sujana Rai

Sujana R.

3. Ms. Neelam K.C. Gupta

Neelam

4. Benoy K. Rai

Benoy K. Rai

5) Krunal Shapa

Krunal

6) Dr. Samiksha Subba

Dr. Samiksha

Minutes :-

(1) The Presiding officer read out the resolutions adopted in the meeting held on 26/03/2021. Regarding Resolution No. 2 (iv) adopted in the meeting of the Committee dated 11/03/2020, the Presiding officer informed the House that the committee could not organize Awareness Program for the students and staff regarding the functions of the ICC due to the nationwide lockdown. It was resolved by the House that the awareness Program will be organized within the month of August.

(2) The Presiding officer read out the Annual Report of the Committee. It was informed by the Presiding officer that no complaints regarding sexual harassment were received from staff or students.

There being no other agenda, the meeting ended with thanks to and from the chair.

*Sujane L.*

Presiding Officer  
Internal Complaints Committee  
Kurseong College

# Students Awareness Programme

Topic: Understanding POSH (Prevention of Sexual Harassment) & the role of ICC (Internal Complaints Committee)

Organised by IBAC and I.C.C., Kuvempu College.

Date: 25/08/22

Time: 12 - 1 PM.

in co

Sl. no.	Name of the Student.	Semester	Signature.
1)	Brisali Mondal	3rd Semester	B.M.
2)	Palmu Tamang	Geography 3 <sup>rd</sup> sem	King.
3)	Deeya Sharma	Geog 3 <sup>rd</sup> sem	Deeya Sharma
4)	Rinchen Lama	" "	R. Larva
5)	Shubekcha Pradhan	" "	S. Pradhan
6)	Rishab Tamang	" "	Rishab Tamang
7)	Aditya Shrestha	" "	Aditya Shrestha.
8)	Anu Mukhia	5 <sup>th</sup> Semester	Anu Mukhia.
9.	Prasansa Sharma	5 <sup>th</sup> Sem	P. Sharma
10.	Purabi Deboringha	5 <sup>th</sup> Sem	<del>Lunabingha</del>
11.	Khamuna Rai	5 <sup>th</sup> Sem.	Khamuna Rai
12.	Anjali Thapa	5 <sup>th</sup> Sem	Anjali Thapa
13.	Ishika Pradhan	5 <sup>th</sup> sem	Ishika Pradhan
14.	Ashwini Bharati	5 <sup>th</sup> Sem	Ashwini Bharati
15	Bhruya Tamang	5 <sup>th</sup> Sem	Bhruya Tamang
16.	Borja Rai	5 <sup>th</sup> Sem	Borja Rai
17.	Rishita Sharma	5 <sup>th</sup> Sem	<del>Rishita</del>
18.	Jugal Rai	5 <sup>th</sup> Sem	Jugal Rai
19.	Arindam Roy	5 <sup>th</sup> Sem	Arindam Roy
20.	Rachana Karmakar	5 <sup>th</sup> sem Zoda	Rachana Karmakar
21.	Rohit Dityali	3 <sup>rd</sup> sem pol	Rohit Dityal
22.	Poothart dasandri	3 <sup>rd</sup> sem bio	<del>Poothart</del>
23.	Dikcha Mangrati	5 <sup>th</sup> sem gen	<del>Mangrati</del>

Sl. no.	Name of the student	Semester	Signature
24	Eashika Roka	5 <sup>th</sup> sem	Eashika Roka
25	Noora Jannat	5 <sup>th</sup> sem	Noora Jannat
26	Sneha Chetty	5 <sup>th</sup> Sem	Sneha Chetty
27	Megha Thapa	5 <sup>th</sup> Sem	Megha Thapa
28	Abina Rai	5 <sup>th</sup> Sem.	Abina Rai
29	Priyanka Saha	3 <sup>rd</sup> Sem.	Priyanka Saha
30	Parul Rai	5 <sup>th</sup> sem	Parul Rai
31	Yangkit Lepcha	5 <sup>th</sup> Sem	Yangkit Lepcha
32	Anish Pradhan	5 <sup>th</sup> Sem	Anish Pradhan
33	Suohmita Biswasarma	"	Suohmita Biswas
34	Rohika Khat	"	Rohika Khat
35	Madhumala Prasad	5 <sup>th</sup> sem	M. Prasad
36	Yada Thapa	"	Y. Thapa
37	Priyashna Guung	3 <sup>rd</sup> Sem	P. Guung.
38	Resha Chetty	3 <sup>rd</sup> Sem	R. Chetty
39	Ganitha Subba	5 <sup>th</sup> sem	S. Subba
40	Bishaka Thatal	3 <sup>rd</sup> Sem	Bishaka Thatal
41	Meghna Kariki	5 <sup>th</sup> Sem	Meghna Kariki
42	Rinzing Lama	3 <sup>rd</sup> Sem	Rinzing Lama.
43	Mankish Sunar	5 <sup>th</sup> Sem	Mankish Sunar
44	Sourav Rai	5 <sup>th</sup> Sem	Sourav Rai
45	Nawal Guung	5 <sup>th</sup> Sem	Nawal Guung
46	Prayash Subba	5 <sup>th</sup> Sem	Prayash Subba.
47	Swarnu Ratna Guung	5 <sup>th</sup> Sem	Swarnu Ratna Guung
48	Impan Rai	3 <sup>rd</sup> Sem	Impan Rai
49	Sujil Pradha	5 <sup>th</sup> Sem	Sujil Pradha
50	Raj Dahal	5 <sup>th</sup> Sem	Raj Dahal
51	Sweta Lohar	3 <sup>rd</sup> Sem	Sweta Lohar
52	Purva Rai	3 <sup>rd</sup> Sem	Purva Rai.
53	Anam Alexan	3 <sup>rd</sup> Sem	Anam Alexan
54	Suja Thapa Maggar	3 <sup>rd</sup> Sem	Suja Thapa
55	Pragati Rai	3 <sup>rd</sup> Sem	Pragati Rai
56	Pronghita Mazumdar.	3 <sup>rd</sup> sem	Pronghita Mazumdar.
57	Salina Rai	5 <sup>th</sup> Semester	Salina Rai

Sl. no.	Name of the student	Semester	Signature
56.	Twinkle Rai	5 <sup>th</sup> Sem	Rai
59.	Yang Lamu Sherpa	3 <sup>rd</sup> Sem	Yang Lamu Sherpa
60.	Dikshita Rai	3 <sup>rd</sup> Sem	Dikshita Rai
61.	Simran Tamang	5 <sup>th</sup> Sem	S. Tamang.
62.	Meghna Sundas	5 <sup>th</sup> Sem	M. Sundas
63.	Laxmi Chettri	5 <sup>th</sup> "	l. Chettri
64.	Gousia Parbin	5 <sup>th</sup> "	G. Parbin
65.	Sohan Sena	3 <sup>rd</sup> "	S. Sena
66.	Dishya Lama	" "	D. Lama
67.	Anshika Rai	" "	A. Rai
68.	Muskan Mukheri	" "	M. Mukheri
69.	Sahil Dasary	5 <sup>th</sup> Sem	Sahil
70.	Ymresh Chettri	3 <sup>rd</sup> Sem	Ymresh Chettri
71.	Sunil Tamang	5 <sup>th</sup> Sem	Sunil
72.	Subeksha Chhetri	5 <sup>th</sup> Sem	Subeksha Chhetri
73.	Khushi Tamang	" "	Khushi Tamang
74.	Nischal Pariyar	" "	Nischal Pariyar
75.	Raniga Shrestha	" "	Raniga Shrestha
76.	Poojika Shrestha	" "	Poojika Shrestha
77.	Meghna Pradhan	" "	Meghna Pradhan
78.	Priyanka Sunwar	" "	Priyanka Sunwar
79.	Nischal Pradhan	" "	Nischal Pradhan
80.	Soubhik Saha	" "	Soubhik Saha
81.	Sanjeevit Lepcha	3 <sup>rd</sup> Sem	Sanjeevit
82.	Lachang Lama	5 <sup>th</sup> Sem	Lachang
83.	Yangji Sherpa	" "	Yangji Sherpa
84.	Ranjana Tamang	" "	Ranjana T.
85.	Chesang Phuntia	" "	Chesang Phuntia
86.	Ranjana Bagdas	3 <sup>rd</sup> Sem	Ranjana Bagdas.
87.	Songmit Lepcha	3 <sup>rd</sup> "	Songmit Lepcha
88.	Puja Chettri	" "	Puja Chettri
89.	Chim Lamu Sherpa	" "	Chim Lamu Sherpa
90.	Rajya Khatoon	" "	Rajya Khatoon



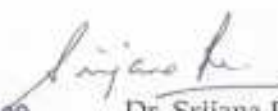
88	Rajya Khelron	2 <sup>th</sup> Sem	Rajyakhara
89	Anuska Bhujel	3 <sup>th</sup> Sem	Anuska Bhujel
90	Neha Sarkar	3 <sup>th</sup> Sem	Neha Sarkar
91	Poity Chetri	3 <sup>th</sup> Sem	Poity Chetri
92	Diksha Gadai	3 <sup>th</sup> Sem	Diksha Gadai
93	Yankee Lama	"	Y. Lama
94	Dikita Sherpa	"	D. Sherpa
95	Rishika Lepcha	5 <sup>th</sup> Sem	Rishika Lepcha
96	Roshmi Sarko	"	Roshmi Sarko
97	Kaisara Baru	"	K. Baru
98	Mano Marisha Routh	"	M. Routh
99	Rakshana Ghatakani	"	R. G.
100	Sejal Golay	"	S. G.
101	Shriyana Bhuswama	3 <sup>rd</sup> Sem	Shriyana Bhuswama
102	Anamika Rai	3 <sup>rd</sup> Sem	Anamika Rai
103	Sunaina Subba	3 <sup>rd</sup> Sem	Sunaina S.
104	Bikash Saha	5 <sup>th</sup> Sem	Bikash Saha
105	Akhilax Prasad	5 <sup>th</sup> Sem	Akhilax Prasad
106	Bikash Tamang	5 <sup>th</sup> Sem	Bikash Tamang
107	Aman Rijal	5 <sup>th</sup> Sem	Aman Rijal
108	Saurav Khawas	"	Saurav Khawas
109	Amit Acharya	5 <sup>th</sup> Sem	Amit Acharya
110	Aneer Roy	5 <sup>th</sup> Sem	Aneer Roy
111	Sushmita Roy	5 <sup>th</sup> Sem	Sushmita Roy
112	Suman Majumder	5 <sup>th</sup> Sem	Suman Majumder
113	BENOY KISHORE RAI	Asst. Professor Dept. of Zoology	BENOY RAI
114	Dr. Upendra Adhikari	Asst. Professor Dept. of Ph. Sc.	Upendra
115	Dr. Srijana Rai	Assoc. Prof.	Srijana
116	Dr. Neelam K. C. Lepcha	Assistant Prof.	Neelam
117	Dr. S. P. Molomun	Assoc. Prof.	S. P. Molomun

Srijana  
Coordinator

**Action Taken Report**  
**Internal Complaints Committee**  
**Kurseong College**  
**2021-22**

<b>Plan of Action</b>	<b>Action taken</b>
1. To organize Awareness Program for the students and staff regarding the functions of the ICC.	Students Awareness Program on "Understanding POSH (Prevention of Sexual Harassment) and the Role of ICC" was organised on 25/08/2022
2. Complaints received and addressed.	Nil

Presiding Officer  
Internal Complaints Committee  
Kurseong College

  
Dr. Srijana Rai,  
Presiding Officer,  
Internal Complaints committee,  
Kurseong College.