

Internal Complaints Committee (ICC) REPORT-2022-23

The Internal Complaint Committee (ICC) is a quasi judicial body established at Miranda House under the aegis of the Sexual Harassment at the Workplace (Prevention, Prohibition and Redressal) Act 2013 and the UGC Prevention, Prohibition and Redressal of Women Employees and Students in Higher Education Institutes Regulation 2015 to address and resolve issues related to sexual harassment. It offers support to students facing any form of harassment and provides them with both mental and physical assistance. The committee aims to create a safe and inclusive environment for all by actively promoting an atmosphere of respect and dignity. Through counseling sessions, the ICC ensures that students receive appropriate guidance and support to cope with the traumatic experiences they may have encountered. By encouraging open dialogue and providing resources, the ICC endeavors to empower students and promote a harassment-free campus community. The institution has a transparent mechanism for timely redress of student grievances, including sexual harassment and ragging cases.

No. of Cases: 3

Resolution achieved: Yes

Average number of days for redressal: 80–90 days.

NATURE OF CASES:

ICC Miranda House has worked diligently on cases related to cyber bullying, sexual harassment, and complaints against street harassment.

Action Taken:

ICC Miranda House had filed complaints at the Station House Officer Police Station Maurice Nagar, Delhi, regarding the complaints of sexual harassment faced by students of Miranda House and also achieved resolution in cases. ICC MH focuses on providing support to student and faculty complainants, raising awareness, and advocating for safer campuses. Together, the effort is to strive to create a society free from these forms of harassment and ensure a safer working environment for all.

ACTIVITIES:

ICC MH have organized a poem and poster competition on the topic "**Women's Safety at Workplace.**" in which about 80 students participated and penned well-versed poems, while others participated in poster making.

Awareness programs on workplace sexual harassment have effectively promoted a culture of prevention and support. Through one-on-one interactions, social media engagement, and group discussions, we have fostered open dialogue, empowered students, and reduced incidents. We will continue refining and expanding our efforts to ensure a safe and inclusive workplace for everyone.