

## **Internal Complaints Committee (ICC) REPORT-2023-24**

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: 5

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 all the 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 began the academic year 2023-24 by organizing interactive sessions with the student community at Miranda House through classroom interactions spanning the month of August and September.

ICC – MH organized an interaction with the newly elected members of the MHSU and Gender Sensitisation Committee throughout the month of November. The program was initiated on 8<sup>th</sup> of November 2023.

In February 2024 ICC MH has organized Awareness Program on Rules and Regulation related to ICC. The areas covered were definition of Sexual Harassment, how to complain, whom to complain to and modes of complaining. Students were also made aware of the modalities of the working of the ICC. The social media platforms such as Whatsapp and Instagram were used for this purpose.

In April 2024 ICC - MH organized a workshop on Rules and Regulations related to The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 for the Non Teaching staff members of Miranda House. The workshop was conducted by Ms. Alana Golmei, a practicing lawyer at the Delhi High Court and the Supreme Court of India. She is also the Secretary of the North East Support Centre & Helpline and was awarded the Delhi

Commission for Women's Achievement Award in 2016.

Awareness programs and interactive sessions 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.