

Internal Complaints Committee (ICC)

In pursuance of UGC (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015 read with Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, Kandi Raj College had duly constituted an Internal Complaints Committee to deal with the complaints relating to Sexual Harassment in this institute.

The ICC comprises of the following members:

1	Presiding Officer	Miss Piyali Sarkar	Convener
2	Two Faculty Members	Dr. Nassiruddin Mondal	Member
		Mrs. Mithu Mitra	Member
3	Two non-teaching employees	Mrs. Purabi Roy Choudhury	Member
		Mrs. Bani Das	Member
4	A member from NGO	Mr. Koushik Sengupta, Secretary, Alo Social Welfare Society, Kandi	Member
5	Three Student nominees (if the matter involves students)	Mun Ghosh	Member
		Priti Das	Member
		Gourav Ghosh	Member

Complaint procedure:

Complaint regarding Sexual Harassment against women can be made either in paper form or by sending e-mail to icc@krc.edu.in. The Act stipulates that aggrieved woman can make written complaint of sexual harassment at workplace to the ICC within a period of three months from the date of incident and in case of a series of incidents, within a period of three months from the date of last incident. As per the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Rules, 2013, in case the aggrieved woman is unable to make a complaint on account of her physical incapacity, a complaint may be filed inter alia by her relative or friend or her co-worker or an officer of the National Commission for Woman or State Women's Commission or any person who has knowledge of the incident, with the written consent of the aggrieved woman.

Your complaint will be kept **CONFIDENTIAL**.

[Ministry of Women and Child Development](#)

[Sexual harassment at workplace rules](#)

[UGC Letter regarding ICC](#)

[Handbook on Sexual Harassment of Women at Workplace](#)