

Internal Complaints Committee, Lady Irwin College, University of Delhi

Report 2022-23

The Internal Complaints Committee is a statutory body instituted with the purpose of **prevention of sexual harassment at the workplace**. Its functions include:

- Grievance redressal of sexual harassment
- Counseling services for complainants
- Consultation/ Support services for colleges
- Sensitization/ Awareness programmes for prevention of sexual harassment at the workplace

It is constituted by 9 members:

- Presiding Officer
- NGO representative
- 2 faculty members (Member Secretary plus, Hostel Warden)
- 2 non-teaching staff
- 3 student representatives
 - UG
 - PG
 - Ph. D. scholar

The teaching/ non-teaching staff and the NGO representatives on the ICC are nominated members whose tenure is for three years. The present ICC has the following members:

- Prof. T. G. Rupa (Presiding Officer, ICC)
- Ms. Chitra Sarkar (NGO representative, ICC)
- Ms. Ruchira Aggarwal (Member Secretary, ICC)
- Dr. Dolly Florence (Hostel Warden)
- Mr. Mangal Singh, (Non-teaching staff, ICC)
- Mr. Devender Sharma, (Non-teaching staff, ICC)

The student representatives are inducted into the ICC through a due process of election held on 21st September, 2022. The student representatives for the year 2022-23 were:

- UG – Ms. Mehak Munjal
- PG – Ms. Dimple Adlakha
- Ph. D. scholar – Ms. Rashmi Dhasmana

Activities of the ICC

In the year 2022-23, ICC stood by its purpose and worked on fulfilling the mission of its existence through sensitization and awareness programs for prevention of sexual harassment at the workplace.

The year brought about the offline working of the institution as well as the ICC. The campus reopened for all the students and staff. ICC members remained abreast to make sure that campus remains a safe place for every individual, this year we began with a motive to build a sensitized community of young people and encouraged the students to join ICC in the volunteering capacity. The volunteers were enriched with the understanding about the grave concern of “sexual harassment at workplace”, the purpose of ICC at workplace, and their role of creating further awareness in their classrooms, peer groups and campus as a whole.

Regular meetings were convened with the student representatives of the ICC to chalk out the events for the year; follow-up meetings were held to see the flawless implementation of the plans.

The year **2022-23** witnessed the active engagement of student volunteers in competitions as well as off-campus workshops for virtual sensitization and awareness programmes for prevention of sexual harassment at workplace with active involvement of the ICC student representatives. ICC continued to make its presence felt on social media platforms like Instagram and Facebook. The social media handles were created to spread awareness and reach to maximum number of Irwinites, and be easily approachable to them. The representatives along with the volunteers, under the guidance of the Chairperson, managed the social media page and posted information about sexual harassment at workplace, the role, purpose and functions of ICC and other information regarding the engagement activities conducted by the ICC. A combination of posts,

posters, interactive stories and reels were created to spread awareness and sensitize people in an easy and comprehensive manner.

ICC collaborated with all the 14 (student-headed) cultural societies and other members of the Students' Association of the college to make people aware about the purpose and presence of ICC in the campus and workplace as a whole. All the 14 societies, a core part of the Students' Association passed on the word that they "stand against sexual harassment at workplace" as a unified whole. This year, ICC observed the Discrimination against women Pakhwada from 25th November – 10th December 2022, which began with a "Graffiti Poster Writing" activity to earmark the International Day for Elimination of Violence against Women on 25 November 2022. As part of the activities, an online competition was organized with the theme "Break the Shackles of Silence" on the topic of sexual harassment at workplace in November- December 2022, wherein the students, teaching and non-teaching staff from the college were encouraged to participate and share their thoughts on the given topic through slogan and poster making; it was a successful event as students, teaching and non-teaching staff participated with a lot of enthusiasm; however, the student examination curtailed the participation of the students and staff owing to their time constraints. To acknowledge the efforts and admirable work of all the winners as well as participants, certificates were awarded. Certificates were also given to the volunteers for their contribution in spreading awareness about the ICC.

The ICC representatives and volunteers also attended a workshop on Women Safety organised by SLAP (Street Level Awareness Program) in March 2023 at the American Centre, New Delhi with the aim of raising awareness regarding crime against women, and providing practical guidance and safety tips to the attendees to prevent the cases of sexual harassment.

The ICC had a great year generating awareness regarding ICC and its activities with a team of dedicated student representatives and volunteers.



Prof. T. G. Rupa
Presiding Officer, ICC
Lady Irwin College,
University of Delhi

Dated: 20th June, 2023

GRAFFITI POSTER WRITING



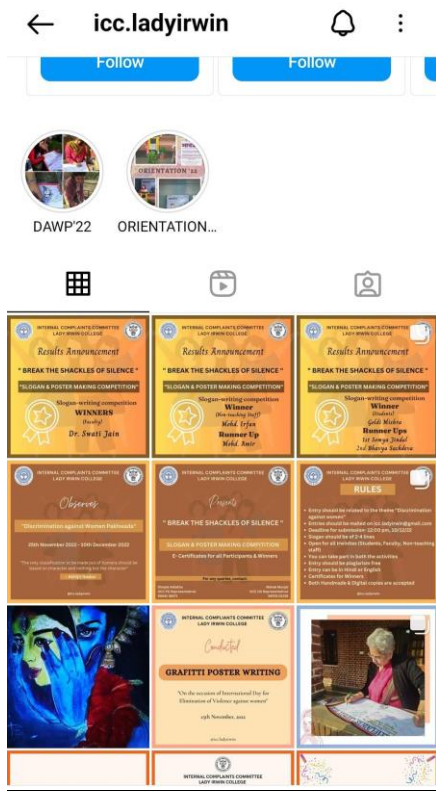
VOLUNTEERS AND STUDENT REPRESENTATIVES ATTENDED WOMEN'S SAFETY WORKSHOP



SLOGAN AND POSTER-MAKING COMPETITION UNDER DISCRIMINATION AGAINST WOMEN PAKHWADA



Instagram Posts

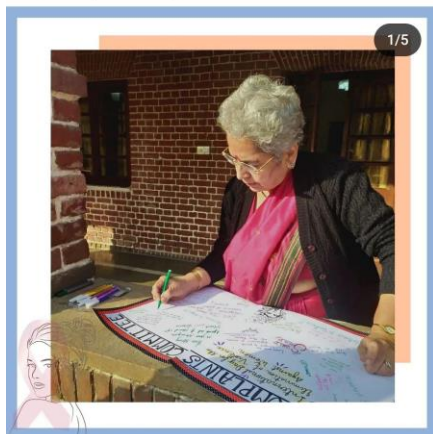




← Posts



icc.ladyirwin
Lady Irwin college



Liked by palakkhanna1899 and 95 others

icc.ladyirwin International day for the elimination of violence against women at Lady Irwin College.

#internalcomplaintscommittee

#stopviolenceagainstwomen

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Minutes of ICC meetings held in the year 2022-23

1. **Date:** 28th October, 2022

Duration: 40-50 minutes

Mode: Offline, Lady Irwin College

Members: 3

1. Prof. T.G Rupa
2. Ms. Dimple Adlakha
3. Ms. Mehak Munjal

Discussion Points:

- Planning for a Face Talent contest for the ICC volunteers.
- Planning for a workshop on Sexual Harassment at workplace
- Budget and activities planning
- Planning for documentary consisting video testimonials and opinions of people about sexual harassment at workplace.

2. **Date:** 17/1/23

Duration: 90-95 minutes

Mode: Offline, Lady Irwin College

Members: 3

1. Prof. T.G Rupa
2. Ms. Dimple Adlakha
3. Ms. Mehak Munjal

Discussion Points

- Result of competition provided by judge 1
- Discussed and chalked out suitable dates for offline workshop
- Discussed collaboration with college societies as well as Women development cell
- Addition of separate link for ICC on college website
- Discrimination against women *pakhwada* activity report
- Discussed ideas for games, quizzes and floor games for future events

3. Date: 13/2/23

Duration: 50-60 minutes

Mode: Online

Members: 3

1. Prof. T.G Rupa
2. Ms. Dimple Adlakha
3. Ms. Mehak Munjal

Discussion Points

- Proposal for creation of annual ICC newsletter to be published and circulated within the college
- Result provided for judge 2 and compilation of result
- Provided the format for certificates

4. Date: March 10th, 2023

Duration: 90-95 minutes

Mode: Online

Members: 3

1. Prof. T.G Rupa
2. Ms. Dimple Adlakha
3. Ms. Mehak Munjal

Discussion Points:

- Results of poster and slogan competitions
- Competition certificates and result announcement
- Discussion on newsletter

Events organized by ICC

1. Title: Graffiti Poster writing

Date: 25th November, 2022

Occasion: International Day for Elimination of Violence against women

Venue: Lady Irwin College, University of Delhi, Sikandra Road, Mandi House, New Delhi-110001

Members (Participated): College Director, Prof. Anupa Sidhu, Convener of Internal Complaints Committee, Prof. T.G. Rupa, college faculty, non-teaching staff and students of the College.

Introduction: The Graffiti Poster writing activity was organized by the ICC on the occasion of International Day for Elimination of Violence against women. The students, faculty and non-teaching staff penned down their thoughts on the poster, which was later displayed on the college bulletin board.

Highlights:

College Director Dr. Anupa Sidhu shared her perspectives by writing on the poster.

Convener of Internal Complaints Committee Dr. T.G. Rupa mentioned her thoughts on the poster.

Non-teaching staff of the college also penned their words on the poster.

Students actively participated in the activity by writing down their thoughts and were also creative enough to make illustrations on the poster.

The entire activity was led by the student representatives under the guidance of the chairperson. It was smoothly conducted with the involvement of student volunteers.

2. Title: Vox Pop

Date: 13 April 2023

Occasion: Annual Cultural Festival

Venue: Lady Irwin College, University of Delhi, Sikandra Road, Mandi House, New Delhi-110001

Members (Participated): Students, Representatives and attendees/participants of the fest.

Competitions organized by ICC

Title: Break the Shackles of Silence- Slogan and Poster Making Competition

Date: 25th November, 2022-10 December 2022

Occasion: Discrimination against women Pakhwada

Venue: Lady Irwin College, University of Delhi, Sikandra Road, Mandi House, New Delhi-110001

Members (Participated): College faculty, Non-teaching staff and the students of the College.

Introduction: To mark the discrimination against women pakhwada, the ICC organized this competition in which non-teaching staff, students, and faculty members participated actively. multiple entries were received in the form of slogans and posters from enthusiastic participants.

Highlights: Winners from each category among non-teaching staff, students, and faculty members. highly creative entries received.

Workshop attended by ICC members

Title: Women Safety Workshop

Organization: Street Level Awareness Program (SLAP)

Date: March 29th, 2023

Time: 4:00-5:30 p.m.

Venue: American Center, 24 Kasturba Gandhi Marg, Near Barakhamba Metro Station, New Delhi 110001

No. of people (have attended the workshop): 6

Introduction: The workshop, addressing women safety was organized by team SLAP with the aim of raising awareness about the critical issue and crime against women, and providing practical guidance and safety tips to the attendees to prevent the cases of sexual harassment.

Highlights:

The session commenced with understanding the sexual harassment and safety of women.

There was a Q/A round also to check the knowledge and awareness of the attendees.

Live demonstration of tips to prevent such cases and ensuring the safety by U.S. Marine soldiers along with the practical learning.

Attendees were also informed about the policies, laws and rights of women.

Conclusion: Overall it was a wonderful workshop and provided valuable insights, practical strategies and resources to the participants, equipping them to address this issue more effectively. All the ICC members (who have attended the workshop) along with the UG and PG representatives of Internal Complaints Committee really enjoyed the workshop and gained useful knowledge about combating the crime against women, along with the practical learning.