

LAKSHMI NARAIN COLLEGE OF TECHNOLOGY & SCIENCE, BHOPAL, (M.P.)

INTERNAL COMPLAINT COMMITTEE

LNCTS/ICC/2023/01

Date: 07/01/2023

LAKSHMI NARAIN COLLEGE OF TECHNOLOGY & SCIENCE, BHOPAL, (M.P.) is committed to provide safe academic and working environment to all girl students and its women employees.

As per the guidelines of Government of India is 'Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013, an Internal Complaint Committee (ICC) and a special cell is operational in the College.

This committee provides a platform to express their grievances freely without any fear of being victimized. The women employees/ students can raise their grievances through SMS/Call/Email/Letter/ Website. This committee takes the responsibility for ensuring the prohibition and redressal of any kind of women grievances in the institute.

Function:

The functions of the Internal Complaint Committee (ICC) are as follows:

1. To honor the act and maintain a safe working environment for female employees and female students.
2. To constitute and maintain a cell to deal with the issue of gender based violence to conduct gender sensitization program.
3. To develop a policy against sexual harassment of women at the Institute.
4. To ensure the implementation of the policy in letter and spirit through proper reporting of the complaints and their follow-up procedures.
5. To promote gender equality and women empowerment in the College.
6. To uphold the commitment of the Institute to provide an environment free of gender based discrimination.
7. To create a secure physical and social environment to deter any act of sexual harassment.
8. To promote a social and psychological environment to raise awareness on sexual harassment in its various forms.
9. To conduct periodical programs on women empowerment and awareness.

Role & Responsibility of ICC:

1. Prevent discrimination and sexual harassment, by promoting gender amity among students and employees.
2. Make recommendations to the management for changes/elaborations in the Rules for students.
3. Deal with cases of discrimination and sexual harassment against women, aiming at ensuring support services to the victimized and termination of the harassment;
Recommend appropriate punitive action against the guilty party to the Management.

The following behaviors are not accepted:

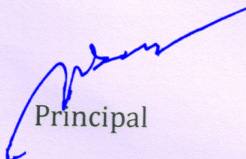
- a) Physical contact and advances;
- b) Demand or request for sexual favors;
- c) Sexually colored remarks;
- d) Showing pornography;

4. The following is also sexual harassment and is covered by the committee:

- Eve-teasing
- Unsavory remarks,
- Jokes causing or likely to cause awkwardness or embarrassment,
- Innuendos and taunts,
- Gender based insults or sexist remarks,
- Unwelcome sexual overtone in any manner such as over telephone (obnoxious telephone calls) and the like,
- Touching or brushing against any part of the body and the like,
- Displaying pornographic or other offensive or derogatory pictures, cartoons, pamphlets or sayings,
- Forcible physical touch or molestation and
- Physical confinement against one's will and any other act likely to violate one's privacy.
- The Committee shall meet as often as may be needed and appropriate.

The Internal Complaint Committee (ICC) consists of the following members:

Name of Committee Member	Designation	Department	Mobile no.	Contact Details
Dr. Sangeeta Kapoor	Presiding Officer	Engineering Physics	6266033165	sangeetak@lnct.ac.in
Dr. Bhawana Pillai	Member (Faculty)	Computer Science and Engineering	9425302343	bhawnap@lnct.ac.in
Dr. Ruchi Jain	Member (Faculty)	Computer Science and Engineering	8989537446	drruchij@lnct.ac.in
Dr. Varsha Parmar	Member (Faculty)	Engineering Chemistry	9926671741	varshap@lnct.ac.in
Dr. Abhijeet Gupta	Member (Faculty)	Electronics and Communication	9926966225	abhijeetg@lnct.ac.in
Dr. Pooja Saxena	Member (Faculty)	Humanities	6264687073	Poojas@lnct.ac.in


Principal

Principal
Lal Bahadur Shastri College of Technology & Science
Bhopal

Copy to:

1. Office of Honorable Chairman/Vice Chairperson/Secretary for kind information please
2. All HODs
3. Website In charge for uploading on Institute's website
4. Registrar
5. All concerned committee members
6. Guard File

LAKSHMI NARAIN COLLEGE OF TECHNOLOGY & SCIENCE, BHOPAL, (M.P.)

INTERNAL COMPLAINT COMMITTEE (ICC)

LNCTS/ICC/2023/2

Date: 13/01/2023

To,

The Members of ICC

LNCTS Bhopal,

Dear Sir/Madam,

SUBJECT: NOTICE AND AGENDA FOR ICC MEETING.

1. The Internal Complaint Committee (ICC) meeting will be conducted on 23/01/2023 (Monday) at 03.30 PM in the Meeting Room of LNCTS.
2. The Agenda for the meeting is as given below:
 - Introduction of ICC members in 2023,
 - Objectives of ICC
 - Function of ICC
 - General Discussion.
3. You are Kindly requested to be present as it will help us to discuss the issues and necessary actions to be taken.

Looking forward to your presence in the meeting.

Yours sincerely

(Dr. Sangeeta Kapoor)

Presiding Officer

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- *2. All concerned committee members

LAKSHMI NARAIN COLLEGE OF TECHNOLOGY & SCIENCE, BHOPAL, (M.P.)

INTERNAL COMPLAINT COMMITTEE (ICC)

LNCTS/ICC/2023/3

Date: 23/01/2023

Internal Complaints Committee (ICC)

& Special Cell

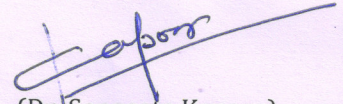
Minutes of Meeting

A meeting was convened to take feedback from all the members at ICC & Special Cell at 03.30 PM on 23/01/2023. Presiding Officer read out agenda and objectives of the committee and asked for reports from all members of the Committees.

All the members reported that no complaint was received from anyone in the institute..

Presiding officer Dr. Sangeeta Kapoor extended thanks to all members for their active participation in empowerment of women and communication with female staff & students for knowing the issue of gender discrimination if any.

Meeting was ended at 4.30 PM.



(Dr. Sangeeta Kapoor)

President Officer

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