

NOTABLE ACTIVITIES OF THE INTERNAL COMPLAINTS COMMITTEE(ICC) 2018-19

SENSITIZATION-CUM-TRAINING PROGRAMME ON PROTECTION, PREVENTION AND REDRESSAL OF SEXUAL HARASSMENT AT WORK PLACE

ICC organised a sensitisation programme for all faculty members, Officers and non-teaching staff on the 12-13 of June 2018 at the Council Hall. The programme was followed by a training programme for ICC Members and other nominated faculty members of the Departments. Active participation was observed on that day. Prof. Sarasu Esther Thomas, National Law School of India University, Bengaluru acted as the Resource Person for the programme. A total of 93 non-teaching staff and officers and 95 faculty members had attended the programme.



DEPARTMENT/ CENTRES/ HOSTEL LEVEL SENSITISATION PROGRAMME FOR STUDENTS

Departments/ Centres / Hostels and Students Council were requested to organise Sensitisation Programme in consultation with ICC on or before 21st February 2019.

ICC provided technical support including the resource person to organize the programme at the department/ Hostels, if needed. A brief presentation was circulated to the Head, Directors and Wardens as a guideline.

The students were appraised of the prevailing law and also the steps taken towards the safety of women in the institute and urged the students to utilize the opportunity to understand the law. They were also enlightened on the Sexual harassment of women at work place (Prevention, prohibition and redressal) Act 2013 with various examples from different walks of life. The UGC Regulations regarding the Sexual Harassment at Work Place, role of Internal Complaint Committee (ICC) in the university, process of making complaint of sexual harassments, process of conducting the enquiry, punishments, action against frivolous complaints etc. were also discussed. Each programme were followed by an open discussion with the participants. Students responded very positively throughout the programme.

Some Photos of sessions

	
Sensitisation Programme organized for the students of Energy Department on 20 th February 2019	Sensitisation Programme organized for the students of Environment Science Department on 21 st February 2019



Sensitisation Programme organized for the students of Department of MBBT on 21st February 2019



Sensitisation Programme organized for Civil & Food Engineering & Technology Department students on 21st February 2019

SENSITISATION PROGRAMME ON PREVENTION OF SEXUAL HARASSMENT OF WOMEN AT WORK PLACE FOR SECURITY STAFF AND LOCAL VENDORS 19TH MARCH 2019 AND 26TH MARCH 2019.

ICC organized a sensitisation programme on prevention of sexual harassment of women at work place (Prevention, Prohibition and Redressal) for security staff and local vendors of Tezpur University on 19th March 2019 and 26th March 2019.

On 19th March 2019, Dr. Hemjyoti Medhi Associate Professor, Department of English and Foreign Languages elaborated the prevailing legal frameworks to prevent sexual harassment at workplace. She also highlighted the steps taken towards the safety of women in the university and emphasized the participants' role in preventing sexual harassment at university.

On 26th March 2019, Prof. Madhumita Barbora, Professor, Department of EFL, spoke on "Gender sensitization on prevention of sexual harassment of women at work place (Prevention, Prohibition and Redressal) Act, 2013". She discussed the issues from the practical contexts of preventing any forms of intended or unintended possible sexual harassment cases in higher education institutions with suitable illustrations. She also suggested possible measures to be taken by a woman to protest and overcome the adverse vulnerable situation. Participants were also made aware about types of violence against women and types of abuse covered under the act during the session.

116 security staff and local vendors attended these workshops. Medium of communication was in Assamese, so as to enable the participant to understand better. The question answer session at the end of each workshop was very fruitful and interactive. The resource persons addressed all the queries to the satisfaction of the participants.



**ANNUAL RETURN ON CASES OF SEXUAL HARASSMENT
PERIOD: 1ST APRIL, 2018 TO 31ST MARCH, 2019**

S. No	Particulars	Autonomous Bodies
1	Number of complaints of sexual harassment received in the year	4
2	Number of complaints of disposed-off during the year	4
3	Number of Cases pending for more than 90 days	0
4	Number of workshops on awareness programmes against sexual harassment conducted during the year	8
5	Nature of Action	Warning, Suspension from attending classes and hostel, community service, counselling, Mentoring,