



Christ Church College, Kanpur

INTERNAL COMPLAINTS COMMITTEE (ICC)

REPORT FOR THE SESSION 2023-2024



Christ Church College, Kanpur

Internal Complaints Committee (ICC)

The following shall constitute the Internal Complaints Committee (ICC) of the College with effect from the session 2023-24:

Sl. No.	Name	Designation	Contact No.
1	Prof. Joseph Daniel Principal	Patron	9555508404
2	Ms. Soofia Shahab	Chairperson	9839676741
3	Dr. Sabina R. Bodra Vice-Principal	Convener	7905501256
4	Dr. Navin K Ambasht	Member	9452570667
5	Dr. Meet Kamal	Member	9839549594
6	Mr. Sunil Anderson Office Superintendent (Act.)	Member	8707361476
7	Ms. Meena Roka (Office Staff)	Member	9026002137
8	Advocate Rahul Pandey	Member (Nominated- External)	9935552587
Student Representatives-3			


PRINCIPAL




Christ Church College, Kanpur

Internal Complaints Committee (ICC)

The following shall constitute the student representatives of the Internal Complaints Committee of the college for the session 2023-2024.

S.NO.	NAME	CLASS	CONTACT NO.
1.	Anjali Sachan	M.A. (History) Sem. I	7985323349
2.	Neal Gupta	B.Com. Sem. I	6307429084
3.	Shivang Shukla	B.Sc. Sem. I	8789590141

Chairperson 
(Mrs. Soofia Shahab)

ACTIVITIES CONDUCTED

MEETING Held on 26TH August 2023

The first meeting of the college ICC for academic session 2023-2024 was held on 26th August, 2023. The committee discussed at length, on the programs to be conducted throughout the year for raising awareness, gender sensitisation and prevention of harassment on the college campus.

Members Present:

1. Mrs. Soofia Shahab	Chairperson
2. .Prof. Sabina Bodra	Vice Principal
3. .Dr. Navin K. Ambasht	Member
4. .Dr. Meet Kamal	Member
5. .Mr. Sunil Anderson.	Member (Office Superintendent)
6. .Ms. Meena Roka	Member (Class IV)

AGENDA:

1. Welcome and Introduction
2. Overview of ICC Roles and Responsibilities
3. Setting objectives for the Academic session
4. Discussion on upcoming Events and Initiatives
5. Any other

MINUTES:

The meeting was called to order by the chairperson, who provided an overview of the ICC's purpose, roles and responsibilities for the new academic session. Emphasis was laid on collaboration, communication and commitment to enhancing campus life.

The members discussed and outlined key objectives for the academic session and identified areas for improvement and enhancement of student engagement. Detailed discussion on upcoming events was held and assignment of responsibilities and deadlines were discussed. Placing of a complaint box in girls common room was also decided upon.

The chairperson thanked all members for their active participation and suggestions. The meeting ended with a vote of thanks from the chair.

AWARENESS GENERATION DRIVE (21st October 2023)

An awareness generation drive was conducted by the college Internal Complaints Committee on 21st October 2023.

Total No. of Participants - 50 (Students and faculty)

Posters were made by the students and placed around the campus generating awareness about the help available in the college campus, against sexual harassment.

Poster display for ICC awareness in the college campus can contribute significantly to a more informed community.

The content of the posters was to provide information on the types of harassment, steps involved in filing a complaint and highlighting the confidentiality and impartiality of the ICC process encouraging students to speak out openly. Contact details of ICC members and helpline for reporting incidents was also displayed for easy access. Posters were displayed in high traffic areas such as Library, common room, snack point etc. to ensure visibility.

Geotagged photographs





Attendance sheets



CHRIST CHURCH COLLEGE, KANPUR

DEPARTMENT: Internal Complaints Committee (ICC)
PROGRAMME: Awareness generation Programme
"Poster Displays"
VENUE: Christ Church College Campus.
DATE: 21.10.2023.

ATTENDANCE

S.No.	Name	Student/ Research Scholar/ Faculty	Class/ Designation	Signature
1.	Soofia Shahab	Faculty	Associate Prof.	sshahab
2.	Dr Navin K. Ambekar	Faculty	Professor	NK Ambekar
3.	Dr. Sabina R. Badra	Faculty	Professor	Sabrina
4.	Tarang Yadav	Student	B.A. Sem V	Tarang
5.	Harshita Anje	Student	B.A. Sem V	Harshita Anje
6.	Anamta Shahabuddin	Student	BSC Sem I	Anamta S.
7.	Shikha	Student	B.A. Sem III	Shikha
8.	Vishal Yadav	Student	B.A. Sem V	Vishal
9.	Kalpna Gaurav	Student	M.A (P)	Kalpna Gaurav
10.	Shivani Yadav	Student	M.A(P)	Shivani Yadav
11.	Muskan Dano	Student	B.S.C I	Muskan Dano
12.	Eshika Nishad	Student	B.A. Sem V	Eshika
13.	Anjali Sachan	Student	M.A. Sem I	Anjali
14.	Mammi Shukla	Student	B.A. Sem V	Mammi

S.No.	Name	Student/ Research Scholar/ Faculty	Class/ Designation	Signature
15.	Apeksha Chaudhary	student	B.A. sem 5	Apeksha
16	Shivra Swastika	Faculty	Professor	Shivra
17.	Dr. Sujata Chaturvedi	faculty	Professor	Sujata
18.	Fairy Siddiqi	Student	B.A sem I	Fairy
19.	Riya-Kamjyoti	student	B.A sem I	Riya
20	Vaishnavi Dixit	student	M.A. 1st sem	Vaishnavi
21	Deepanshi Singh	student	M.A. 1st sem	Deepanshi Singh
22.	Akanksha Pandey	St.	M.A 1st sem	Akanksha
23.	Shreya Graw	"	MA 1st sem	Shreya Graw
24	Kushi Bhardi	"	BA 1st sem	Kushi Bhardi
25.	Gauri Singh	"	BA 1st SEM	Gauri
26.	Sakshi Dixit	"	BA 1st Sem	Sakshi Dixit
27	DR. SANJAY SAKSENA	Faculty	Associate Prof	Sanjay
28	Dr. Shweta Chand	Faculty	Professor	Shweta
29.	Dr. Neet Khandelwal	faculty	Prof	Neet
30.	Hanshika Malviya	Guest Faculty	History Dept	Hanshika
31	Hina Azmat	Guest faculty	Political Sci	Hina
32	Nagendra Singh	Guest faculty	History Dept	Nagendra
33	Anam Shamsud	Student	M.A. 1st Sem	Anam
34	Sonom Yadav	Student	M.A. 1st Sem	Sonom Yadav
35.	Nailsi Singh	"	M.A 1st Sem	Nailsi
36.	Devanshi Verma	"	m.a Sem I	Devanshi
37.	Uddesh Lonkar	"	M.A(P)	Uddesh
38.	Ishan Pandey	"	M.A(P)	Ishan

कार्यालय जिलाधिकारी, कानपुर नगर।

संख्या:- 119/आर0ए0/2024

दिनांक: 01.03.2024

कार्यालय ज्ञाप

उत्तर प्रदेश लीगल अथार्टी के पत्र संख्या-113/एस0एल0एस0ए0-45/2023 दिनांक 10-1-2024 के द्वारा मा0 उच्चतम न्यायालय में योजित सिविल अपील संख्या-2482/2014 आरिलीनों फर्नाडीज बनाम गोआ सरकार एवं अन्य में मा0 उच्चतम न्यायालय के निर्देशों के अनुपालन में महिलाओं का कार्यस्थल पर लैंगिक उत्पीडन(निवारण, प्रतिषेध और प्रतितोष) अधिनियम 2013 के सम्बन्ध में जागरूकता कार्यक्रम/कार्यशाला के आयोजन किये जाने के निर्देश दिये गये हैं।

उक्त आदेश के कम में आप सभी से अपेक्षा है कि दिनांक: 04.03.2024 को समय सायं 3.15 बजे सरसैय्या घाट स्थित नवीन सभागार में कार्यशाला के आयोजन हेतु बैठक आहूत की गयी है। उक्त बैठक में ससमय प्रतिभाग करने का कष्ट करे।

(सूरज कुमार यादव)
अपर जिलाधिकारी(न्यायिक)
कानपुर नगर।

प्रतिलिपि:- निम्नलिखित को सूचनार्थ एवं आवश्यक कार्यवाही हेतु:-

1. मा0 जनपद न्यायाधीश(अध्यक्ष) महोदय, जिला विधिक सेवा प्राधिकरण कानपुर नगर।
2. पुलिस आयुक्त महोदय(सदस्य) कानपुर नगर।
3. जिलाधिकारी महोदय(सदस्य) कानपुर नगर।
4. अपर जिला एवं सत्र न्यायाधीश/सचिव जिला विधिक सेवा प्राधिकरण कानपुर नगर।
5. सभी विभागाध्यक्ष जनपद कानपुर नगर को इस अनुरोध के साथ प्रेषित है कि उक्त के संबंध में आप द्वारा नामित को-आर्डिनेटर/सदस्यों को अपने स्तर से नियत समय व स्थान पर प्रतिभाग करने हेतु अवगत कराने का कष्ट करे।
6. समस्त उपजिलाधिकारी/तहसीलदार सदर द्वारा नामित को-आर्डिनेटर को प्रतिभाग करने हेतु।

(सूरज कुमार यादव)
अपर जिलाधिकारी(न्यायिक)
कानपुर नगर।

Meeting at D.M Office Kanpur on 04.03.2024



Google

GPS Map Camera

Kanpur, Uttar Pradesh, India
148, 148, Sarsaiya Ghat Rd, Police Lines, Purana Kanpur, Kanpur, Uttar Pradesh 208001, India
Lat 26.477556°
Long 80.35728°
04/03/24 03:34 PM GMT +05:30



Sshahab

Mrs. Soofia Shahab
Chairperson
Internal Complaints Committee



Christ Church College, Kanpur

INTERNAL COMPLAINTS COMMITTEE

NOTICE

21.12.2023

A meeting of ICC is scheduled at the Department of History on 22.12.2023 at 12.00 noon regarding a complaint of sexual harassment received by ICC. All members are requested to be present for the same.

Sshahab

Mrs. Soofia Shahab

Chairperson

Soofia Shahab
Chairperson-ICC
Christ Church College
Kanpur



Christ Church College, Kanpur

INTERNAL COMPLAINTS COMMITTEE

Minutes of the Meeting of Internal Complaint Committee (ICC)

Date: 22/12/2023

Time: 12 noon

Venue: Department of History

Agenda: Presentation and discussion of the formal complaint filed by Complainant regarding the alleged inappropriate communication by respondent through messages.

Attendees:

Mrs. Soofia Shahab (Chairperson)
Dr. Sabina Bodra (Vice Principal)
Dr. Navenkr. Ambasht (Member)
Dr. Meet Kamal (Member)
Mr. Sunil Anderson (Member)
Ms. Meena Roka (Member)

- The meeting began with addressing the agenda for discussion the members and outlining the agenda for discussion.
- Discussion was held on the next steps, including notifying the respondent and seeking his response to the complaint.
- It was decided that the complainant be asked to provide a photocopy of the Whatsapp chats as evidence to support her case.
- The meeting concluded with these decisions and decided to reconvene following the Christmas Vacations.

S. Shahab
(Mrs. Soofia Shahab)
Chairperson
Soofia Shahab
Chairperson-ICC
Christ Church College
Kanpur



Christ Church College, Kanpur

INTERNAL COMPLAINTS COMMITTEE

NOTICE

18.01.2024

A meeting of ICC is scheduled at the Department of History on 19.01.2024 at 11.00 a.m. as a follow-up meeting regarding the complaint of sexual harassment. All members are requested to be present for the same.

(Mrs. Soofia Shahab)

Chairperson

Soofia Shahab
Chairperson-ICC
Christ Church College
Kanpur



Christ Church College, Kanpur

INTERNAL COMPLAINTS COMMITTEE

Minutes of the Meeting held on 19/01/2024

Date: 19/01/2024

Time: 11.00 AM.

Venue: Department of History

Attendees:

Mrs. Soofia Shahab (Chairperson)

Dr. Sabina Bodra (Vice Principal)

Dr. Navin Kr. Ambasht (Member)

Dr. Meet Kamal (Member)

Mr. Sunil Anderson (Member)

Ms. Meena Roka (Member)

Complainant (Special Attendee)

Respondent (Special Attendee)

The meeting was called to order by the chairperson and the proceedings started according to the Agenda

1. Review of evidence submitted by Complainant
2. Analysis of the response and personal statement provided by respondent.
3. Final discussion and decision on the matter

The Committee reviewed the Whatsapp chat evidence submitted by the Complainant which included messages deemed in appropriate.

The complainant's denial of consent and her repeated requests to stop were noted. Her verbal explanation heard that even after her initial avoidance of responding to the respondent's calls, he shifted to Whatsapp chats and pointed out the inappropriate nature of communication.

The written and verbal defence of the respondent was considered. His justification and response to the allegations were discussed, but found insufficient to negate the evidence provided.

After careful consideration of evidence and statements of both the parties the committee reached a consensus. It was concluded that the respondent's behaviour constituted misconduct due to inappropriate language and disregard for the Complainant explicit denial.

It was decided to prepare detailed report summarising the findings and conclusions of the committee.

The report will be submitted to the Principal for further action.

S. Shahab

Soofia Shahab
Chairperson

Soofia Shahab
Chairperson-ICC
Christ Church College
Kanpur



Christ Church College, Kanpur

Internal Complaints Committee (ICC)

(2023-24)

Complaint Redressal

No. of Complaints Received	No. of Complaints Disposed	No. of Complaints pending for more than 90 days	Nature of action taken by the Employer
1	1	NIL	The probation period of the respondent was extended by a period of 1 year
Date	Complainant	Respondent	-
21/12/2023	Guest Faculty	Faculty Member	-


(Mrs. Soofia Shahab)

Chairperson

Soofia Shahab
Chairperson-ICC
Christ Church College
Kanpur