

COMMITTEE NAME	DATE	TIME AND VENUE
Internal Complaint Committee	16.08. 2022	2.30 p.m Board Room, AdtU

MEETING NO: 3

The following members attended the meeting:

1. Ms. Gariasi Dutta
2. Prof. Dr. Manashi Sengupta
3. Dr. Anita Dakua
4. Dr. Prateeti Barman
5. Mr. Ashim Barman
6. Ms. Deepali Borthakur
7. Mrs. Angshumala Adhikari

AGENDA

1. Review of previous meeting's action taken
2. Discussion on issue of sexual harassment prominent in today's youth

MINUTES OF ICC

ITEMS:

DISCUSSIONS & RESOLUTIONS:

1. Review of Previous Meeting's Action Taken

The meeting commenced with a review of the action items from the previous meeting and their current status:

- Development and implementation of ICC policies and procedures: Ongoing.
- Awareness sessions on sexual harassment policies and procedures: Conducted for new students; to be continued for faculty and staff.
- Training sessions for ICC members: Scheduled for next month.
- Collaboration with other university departments: Initiated for joint awareness programs.

2. Discussion on issues of sexual harassment

- Introducing the purpose of the discussion and providing context on why awareness on sexual harassment is important for the community.
- Discussed and decided to conduct session on providing examples to illustrate different forms of sexual harassment and help attendees understand what constitutes unacceptable behaviour.
- During the sessions the Counsellor is requested to provide an overview of the legal framework surrounding sexual harassment, including relevant laws and university policies. Explain the university's internal complaints

process, reporting procedures, and the rights and protections available to survivors of sexual harassment.

- On faculty level, exploration of the impact of sexual harassment on individuals, communities, and academic environments needs to be carried out. Discussion was on done on the major issues that seems to be prominent like the psychological, emotional, and academic consequences for survivors, as well as the broader implications for campus climate and culture.
- The support services available to survivors of sexual harassment, including counselling, legal assistance, medical care, and crisis hotlines should be informed to all the students and faculty members.
- Also discussed the strategies for promoting a culture of respect, consent, and accountability within the university community. Encourage attendees to challenge harmful attitudes and behaviours, to speak up against harassment, and to actively contribute to creating a safe and inclusive campus environment.

Based on the discussion, the committee outlined the following next steps:

- Plan and execute targeted awareness campaigns on sexual harassment prevention and reporting.
- Enhance support services for students who have experienced harassment, including counseling and legal assistance.
- Explore opportunities for collaboration with external organizations working on youth empowerment and gender equality.

The meeting concluded with a commitment from all members to address the issue of sexual harassment among today's youth proactively and effectively.

The meeting concluded with summarizing the discussed points by Mrs. Angshumala Adhikari


Mrs. Angshumala Adhikari
Member Secretary, Internal Complaints Committee

