

Internal Complaints Committee

Annual Report for the Academic Year 2017-18

The above-mentioned committee of Dhempe College of Arts & Science, Miramar, Goa was reconstituted on 19.9.2017. The following are its members:

- 1) Dr. Karuna Singh- Presiding Officer
- 2) Dr. R. Murthy
- 3) Ms. SwarupaParab
- 4) Mr. Abhay Bodke
- 5) Dr. Sabina Martins (NGO)
- 6) Adv. Harsha Naik
- 7) General Secretary-Students Council
- 8) Class Representative
- 9) Ms. PranitaKalangutkar- Counsellor

The meeting for 1st Semester was conducted on 22nd September, 2017 and no case was reported in the first term. The meeting was attended by the Principal, Dr.VrindaBorker, Vice Principal (Arts), Dr. Mukta Karamadi and Vice Principal (Science), Prof. Manjiri Barve. Few suggestions made were: 1) A Doctor and a Psychiatrist could be added in the Committee; 2) To conduct programme to generate awareness programmes for boys and girls of the college, 3) To have a Skit, show a documentary, etc. focussing the topic.

It was also mentioned by Adv. Harsha Naik that the report of ICC could not be given under RTI.

Dr. Karuna Singh on 20th September, 2017 attended State Level Workshop of Sexual Harassment of Women at the work place organised by Government College, Khandola, Marcela,Goa.

The ICC Presiding Officer- Dr. Karuna Singh was the Resource Person for the MCQ competition on the awareness on Legal Rights for Women for college students (Dhempe College of Arts & Science, Miramar, Goa) held on 27.11.17 and the same was sponsored by the National Commission for Women, New Delhi.

On 12.04.19 the Presiding Officer-ICC presented highlights on the workshop to staff of Dhempe College on the Prevention of Sexual Harassment.

During the meeting on 16.04.18 , the members were informed that no case was reported during the academic year 2017-18.

K Singh
Dr. Karuna Singh

DCTs
Dhempe College of Arts & Science
Miramar, Goa
Internal Complaints Committee Annual Report
2018-2019

Committee Members:

1. Dr. Karuna Singh -Convener
2. Dr. Ramu Murthy-Member
3. Ms. Pranita Kalangutkar- Counsellor
4. Madhu Mandrekar (Student)- General Secretary
5. Kajal Fernandes (Student)-Class Representative
6. Abhay Bodke- Member
7. Mrs. Swarupa Parab-Member
8. Adv. Harsha Naik (Advocate)-Member
9. Sabina Martins (NGO)-Member

Sr. No.	Categories	Things Done	Remark
1.	Cases reported	Nil	Awareness Generated
2.	Meetings Held of Full Committee	2	Members briefed about handling of the cases.
3.	Meetings of Committee (Other than with Sabina & Adv. Harsha)	1	To discuss other activities to be done
4.	Activities Done	3	Students made aware about the issue and encouraged to report.
5.	Number of Term completed	2	Two academic year

Objective:

- 1.To promote the holistic development of students by providing on-going prevention and intervention services by sensitizing students on sexual harassment and to prevent untoward incidents.
- 2.The committee took steps to sensitize students of the college and develop better understanding about the issue of Sexual Harassment.

Report:

The Committee meetings were conducted in the presence of Principal, Dr.VrindaBorker and Vice Principal(s) Mrs. ManjiriBarve and Dr. Mukta Karmadi.

The committee were briefed by Advocate, Harsha Naik and Sabina Martins NGO member to about the formation of the ICC and gave details to deal with case if any that come before the committee.

The Internal Complaints Committee Convener coordinated the programme along with the counsellor Ms PranitaKalangutkar organized sensitization programmes on awareness prevention of sexual harassment. On 11th March 2019 session was scheduled only for the NCC students of Dhemp College of Arts & Science and total 37 students took benefit of the session. On 13th March and 22nd March, the talk was fixed for TYBA Political Science students (21 no. of students) and NSS students (16 no. of students) respectively. So, total 74 number of students and 4 faculty members attended the talk.

To inspect students' understanding of sexual harassment we had given them basic questions on the topic before the session and asked them to write their perspectives. It was an interactive session wherein the term sexual harassment was briefly discussed with elaborative examples. Counsellor gave a brief insight into the gender discrimination and understanding the qualities or weakness of other gender and to respect it, bring best out of the person to build a strong society.

The attention of the students was brought to the consequences or how sexual harassment could affect an individual like mental trauma, social withdrawals, less productive, physical symptoms (headaches, backaches, sleep problems etc.). Counsellor also spoke on four different ways of sexual harassment such as verbal, non-verbal, physical and textual/electronic and each slide was explained thoroughly with elementary examples.

Students were enlightened on techniques to deal with harassments such as direct approach, indirect approach, third party, chain of command, and finally to file a formal complaint. And post session we asked those same questions again to check on the after effect of the talk and to analyse the data.

Outcome:

1. The students found the session to be very informative.
2. There was an enthusiasm among students to know about different aspect related to sexual harassment and the legal aspect of it.
3. The students expressed their understanding about of sexual harassment. It was found that all present were aware about the same.
4. All present also mentioned at our college premise to be safe.

K Singh
Dr Kareena Singh

DCTs
Dhempe College of Arts & Science
Miramar, Goa
Annual Report of Internal Complaints Committee (ICC)
2019-2020

Committee Members:

1. Dr. Karuna Singh – Convener
2. Dr. Ramu Murthy- Member
3. Ms. Swarupa Parab- Member
4. Mr. Abhay Bodke- Member
5. Dr. Sabina Martins- NGO
6. Adv. Harsha Naik – Advocate
7. Mr. Avinay A. Naik - G.S
8. Ms. Annushka R. Daure- L.R
9. Ms. Neha Manoj Masurkar- Counsellor

Ex-officio Member:

1. Dr. Vrinda Borker- Principal
2. Ms. Manjiri Barve- Vice- Principal

Sr. No	Categories	Things Done	Remark
1.	Cases reported (written or oral)	NIL	Awareness generated.
2.	Meetings Held	1*	Members were briefed about ICC function and importance.
3.	Activities Done with Counsellor	2	Students were made aware about the law related and encouraged to report, in case encountered with.
4.	Term Completed	3 Years	Three years term completed

*Even semester meeting could not be conducted due to outbreak of Covid19 pandemic.

Objective:

1. To promote the holistic development of students by providing on-going prevention and intervention services by sensitizing students on sexual harassment and to prevent untoward incidents.
2. The committee took steps to sensitize students of the college and develop better understanding about the issue of sexual harassment.

Report:

New members were included in the committee with Mr. AvinayA.Naik (General Secretary) of the college and Ms. Annushka R. Daure (Ladies Representative) and college counsellor Ms.Neha Manoj Masurkar.

Dr. Sabina Martins briefed the members few cases that she has dealt with and made the committee aware dealing with the cases and about the consequences. Also, it was mentioned that there has been no set procedure about the complaint. The procedure to be followed in accordance with the Act related to Sexual Harassment.

ICC is now termed as Internal Committee.

ICC along with Counsellor Ms. Neha Masurkar conducted two programme for students of SYBA Political Science and Psychology on 8 January 2020 students present were 41 (27 female and 14 male)and for History TYBA students on 16 January 2020, students present were 8 (male 1 and female 7). The program was to create awareness amongst the students about laws on sexual harassment prevention and how to seek and give support to the victim.

03	Ganesh Begum	SYBA - B	
04	SANJANA DAYAL (18416)	SYBA - A	
05	Sagar Mayekar	SYBA - A	
06	Siddhant J. Khandekar	SYBA - B	
07	Amruta Pedekar	SYBA - A	
08	Kajesh Naik	SYBA - A	
09	Sahil Naik	SYBA - C	
10	Kheerulwara Chaturvedi	SYBA - A	
11	Susant Arunje	SYBA - A	
12	Teena Colker	SYBA - A	
13	Rusika Naik	SYBA - A	
14	Gauravi Khandekar	SYBA - A	
15	Rukhmani Sharma	SYBA - A	
16	Kaaj Kariyari	SYBA - A	
17	Shweta Garg	SYBA - C	
18	Danish Khatke	SYBA - C	
19	Saniya Baly	SYBA - C	
20	Simran	SYBA - C	
21	Shreya R. Naik (18609)	SYBA - C	
22	Levada Sawant (18440)	SYBA - A	
23	Jaganappa V. Nijamdar	SYBA - C	
24	Roshni	SYBA - B	
25	Pratyaksh Kaur	SYBA - C	
26	Mayank Singh	SYBA - C	
27	Vishal Mudgankar	SYBA - C	
28	Farhad (18440)	SYBA - A	
29	Vinita C. Shet	SYBA - A	
30	Pratiksha Grover	SYBA - B	
31	Amisha Chodankar	SYBA - A	
32	Anoushka Kamat	SYBA - B	
33	Dunidhi Kalangutkar	SYBA - C	
34	Tanayum Gurnmal	SYBA - A	
35	Kavishma Gadkar	SYBA - C	
36	Ashley Rebelo	SYBA - A	
37	Laxmi Naik	SYBA - A	
38	Akshata Bedke (18426)	SYBA - A	
39	Seena Lopes	SYBA - B	
40	Sakshi Lawande	SYBA - B	
41	Seena Lopes	SYBA - B	

Total Number of Students Present:

Total Number of Male : 14

Total Number of female: 27