

Meeting of Internal Complaints Committee (Academic Session 2014 - 2015)

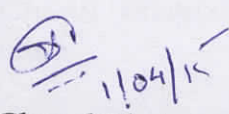
ICC \ 2015 \ Apr - 1

April 1, 2015

A meeting of Internal Complaints Committee, GLA University, will be held on **Sat, Apr 11, 2015 at 04:00 PM** in the Department Library, Second Floor, Academic Block I. You are requested to make it convenient to attend the same.

Agenda

1. Review of incidence of Sexual Harassment.
2. To lay down the procedure for registering the complaints and how to carry out the proceedings.
3. Any other item with the permission of the chair.


(Prof. Charul Bhatnagar)
Presiding Officer,
Internal Complaints Committee,
GLA University,
Mathura.

Copy to:

- Hon'ble Vice Chancellor, for kind information
- Pro Vice Chancellor, for kind information
- All the members of the ICC, with request to make it convenient to attend the same.

Internal Complaints Committee

GLA University, Mathura

ICC \ 2015 \ Apr - 2

Apr 11, 2015

Minutes of the Meeting of ICC

A meeting of the Internal Complaints Committee was held on Sat, Apr 11, 2015 at 04:00 PM in the Department Library, Second Floor, Academic Block I. The following members attended the meeting.

- Dr. Anjana Goel
- Dr. Arun K Tiwari
- Dr. Pooja Pathak
- Ms. Deepali S Panwar
- Prof. Charul Bhatnagar

Prof. Charul Bhatnagar welcomed all the members of the Internal Complaints Committee.

Agenda 1. Review of incidence of Sexual Harassment.

Two incidences of harassment have been reported so far.

While interacting with the students, it was found that proper counselling is very important.

Agenda 2. To lay down the procedure for registering the complaints and how to carry out the proceedings.

It was decided that a student can give in writing her complaint to any member of the ICC. To convey this information to the students, it is planned to depute a senior lady faculty from each department who will inform to the students of that department.

Everyone agreed that total confidentiality must be maintained while carrying out investigations. Involvement of faculty from the concerned department should be avoided at all cost.

There shall be atleast two persons from the committee to carry out investigations, within one week, under strict confidentiality, so that at all times the dignity of concerned individuals is respected.

The meeting ended with thanks to the Chair.



(Prof. Charul Bhatnagar)
Presiding Officer,
Internal Complaints Committee,
GLA University,
Mathura.

Copy to:

- Hon'ble Vice Chancellor, for kind information
- Pro Vice Chancellor, for kind information
- All the members of the ICC

Meeting of Internal Complaints Committee


ICC \ 2016 \ Jan - 1

Jan 04, 2016

A meeting of **Internal Complaints Committee** for the Academic Session 2015 - 2016, will be held on **Sat, Jan 09, 2016** at 03:30 PM in Room no. 319, Second Floor, Academic Block I. You are requested to make it convenient to attend the same.

Agenda

1. Discuss and prepare a document as to what amounts to Sexual Harassment and/or Misconduct and the punishments that can be given.
2. Any other item with the permission of the chair.


04/01/2016
(Prof. Charul Bhatnagar)
Presiding Officer,
Internal Complaints Committee,
GLA University,
Mathura.

Copy to:

- Hon'ble Vice Chancellor, for kind information
- Pro Vice Chancellor, for kind information
- All the members of the ICC, with request to make it convenient to attend the same.

Internal Complaints Committee

GLA University, Mathura

ICC \ 2016 \ Jan - 2

10 / 01 / 2016

Minutes of the Meeting

A meeting of the Internal Complaints Committee was held on Sat, Jan 09, 2016 at 03:30 PM in Room no. 319, Second Floor, Academic Block I. The following members attended the meeting.

- Dr. Anjana Goel
- Prof. Vikas Tripathi
- Dr. Pooja Pathak
- Prof. Charul Bhatnagar

Presiding Officer, Prof. Charul Bhatnagar welcomed all the members of the Internal Complaints Committee.

Agenda 1. Discuss and prepare a document as to what amounts to Sexual Harassment and/or Misconduct and the punishments that can be given.

The members gave a lot of suggestions as to what type of harassments the female students could face. A lot of discussion took place as to what punishments can be given to the offenders.

It was decided that Hon'able Vice Chancellor be requested to include in the GLA University Code of Conduct, the following.

Acts of Sexual Harassment and/or Misconduct and Punishments:

- a. Any sexual suggestiveness on the campus shall be considered as a violation of the academic ambience of the University.

An unwanted conduct with sexual undertones if it occurs or which is persistent and which demeans, humiliates or creates a hostile and intimidating environment or is calculated to induce submission by actual or threatened adverse consequences and includes any one or more or all of the following unwelcome acts or behaviour (whether directly or by implication), namely:

- i. Any unwelcome physical, verbal or non verbal conduct of sexual nature
- ii. Demand or request for sexual favours
- iii. Making sexually coloured remarks
- iv. Physical contact and advances
- v. Showing pornography
- vi. The use of phone, email or any other method designed to transmit messages or materials of an explicit sexual nature that are unwanted by the recipient.
- vii. Creating an intimidating offensive or hostile learning environment
- viii. Humiliating treatment likely to affect the health, safety, dignity or physical integrity of the person concerned

- b. The Internal Complaints Committee (ICC) depending upon the nature & seriousness of the Act(s) of Sexual Harassment and/or Misconduct, can recommend one or more of the following punishments. Further, the penalty awarded shall be recorded in his/her Personal File.

- i. Warning or reprimand
- ii. Written apology
- iii. Bond of good behaviour

- iv. Withdrawal of hostel accommodation
- v. Debarring from exams and/or placement activities
- vi. Withdrawal of the right to an official Character Certificate from the University
- vii. Withhold privileges of the student such as access to the library, auditoria, transportation, scholarships, allowances, and identity card
- viii. Suspend or restrict entry into the campus for a specific period
- ix. Expel and strike off name from the rolls of the institution, including denial of readmission, if the offence so warrants
- x. Withholding of a degree awarded by the University
- xi. Award reformatory punishments like mandatory counselling and/or, performance of community service

The meeting ended with thanks to the Chair.



(Prof. Charul Bhatnagar)
Presiding Officer,
Internal Complaints Committee,
GLA University,
Mathura.

Copy to:

- Hon'ble Vice Chancellor, for kind information
- Pro Vice Chancellor, for kind information
- All the members of the ICC



Meeting of Internal Complaints Committee GLA University, Mathura


ICC \ 2017 \ Oct - 1

Oct 03, 2017

A meeting of the newly constituted **Internal Complaints Committee** (vide letter no. GLAU/PVC/ICC/2017-1), will be held on **Sat, Oct 07, 2017 at 05:00 PM** in Room no. 302, Second Floor, Academic Block I. You are requested to make it convenient to attend the same.

Agenda

1. To discuss and make all the members aware of the "The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013".
2. Review the number of cases received in the Academic Session 2016 – 2017.
3. Any other item with the permission of the chair.


(Prof. Charul Bhatnagar)
Presiding Officer,
Internal Complaints Committee,
GLA University,
Mathura.

Copy to:

- Hon'ble Vice Chancellor, for kind information
- Pro Vice Chancellor, for kind information
- Registrar
- All the members of the ICC, with request to make it convenient to attend the same.

Internal Complaints Committee

GLA University, Mathura

ICC \ 2017 \ Oct - 2

09 / 10 / 2017

Minutes of the Meeting

A meeting of the Internal Complaints Committee was held on Sat, Oct 07, 2017 at 05:00 PM in Room no. 302, Second Floor, Academic Block I. The following members attended the meeting.

- Dr. Anjana Goel
- Prof. Vikas Tripathi
- Dr. Pooja Pathak
- Dr. Manas Mishra
- Ms. Geetanjali Sharma
- Prof. Charul Bhatnagar

At the outset, Presiding Officer, Prof. Charul Bhatnagar welcomed all the members of the newly constituted Internal Complaints Committee.


Agenda 1. To discuss and make all the members aware of the “The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013”.

Prof. Charul Bhatnagar gave a presentation highlighting the main provisions of the said act. The new members were made aware of the procedures to carry out investigations while maintaining full confidentiality.

Agenda 2. Review the number of cases received in the Academic Session 2016 – 2017.

Five cases of harassment were reported in the Academic Session 2016 – 2017.

The meeting ended with thanks to the Chair.

 9/10/17

(Prof. Charul Bhatnagar)
Presiding Officer,
Internal Complaints Committee,
GLA University,
Mathura.

Copy to:

- Hon'ble Vice Chancellor, for kind information
- Pro Vice Chancellor, for kind information
- Registrar
- All the members of the ICC



Meeting of Internal Complaints Committee

GLA University, Mathura

ICC \ 2018\ Sept - 1


21 / 09 / 2018

A meeting of the Internal Complaints Committee is scheduled to be held on **Sat, 29 / 09 / 2018** at **10:30 AM** in Room no. 302, second Floor, Academic Block

I. You are requested to kindly make it convenient to attend the same.

Agenda

1. To discuss about the problems, if any, faced by women students & staff on campus.
2. Organize a workshop
3. Any other item with the permission of the chair.

 21/09/18
(Prof. Charul Bhatnagar)
Presiding Officer,
Internal Complaints Committee,
GLA University,
Mathura.

Copy to:

- Hon'ble Vice Chancellor, for kind information
- Pro Vice Chancellor, for kind information
- Registrar
- All the members of the ICC, with request to make it convenient to attend the same.

Internal Complaints Committee

GLA University, Mathura

ICC \ 2018 \ Oct - 1

03 / 10 / 2018

Minutes of the Meeting

A meeting of the Internal Complaints Committee was held on 29 / 09 / 2018 at 10:30 AM in Room no. 302, Second Floor, Academic Block I. The following members attended the meeting.

- | | |
|------------------------|--------------------------|
| • Prof. Vikas Tripathi | • Dr. Pooja Pathak |
| • Dr. Manas Mishra | • Ms. Geetanjali Sharma |
| • Dr. Anjana Goel | • Prof. Charul Bhatnagar |

Presiding Officer, Prof. Charul Bhatnagar chaired the meeting and welcomed all the members of the Internal Complaints Committee.

Agenda 1. To discuss about the problems, if any, faced by women students & staff on campus.

Dr. Anjana Goel pointed out that in Academic Block VI, some girls had a complaint that the number of washrooms were less in number on the ground floor.


Dr. Manas Mishra pointed out that some of the street lights near Academic Block IX were not functioning.

It was decided that members of ICC visit all the academic blocks and survey the Washrooms available for women. It was also decided to check the entire campus to ensure proper lighting is there on all paths.

Agenda 2. Organize a workshop

All the members of ICC have been asked to identify people who can conduct a workshop.

The meeting ended with thanks by the Chair.


3/10/18

(Prof. Charul Bhatnagar)
Presiding Officer,
Internal Complaints Committee,
GLA University,
Mathura.

Copy to:

- Hon'ble Vice Chancellor, for kind information
- Pro Vice Chancellor, for kind information
- Registrar
- All the members of the ICC



Meeting of Internal Complaints Committee GLA University, Mathura


ICC \ 2019\ Dec - 1

Dec 03, 2019

A meeting of the Internal Complaints Committee is scheduled to be held on Sat, Dec 14, 2019 at 04:30 PM in Room no. 302, Second Floor, Academic Block I. You are requested to kindly make it convenient to attend the same.

Agenda

1. To confirm the minutes of the meeting held on Sept 29, 2018
2. To present the Action Taken Report on the decisions taken in the meeting held on Sept 29, 2018
3. To discuss "WHAT SHOULD THE COMPLAINT CONTAIN?" and "WHERE CAN THE COMPLAINANT COMPLAIN?"
4. Any other item with the permission of the chair.


03/12/19

(Prof. Charul Bhatnagar)
Presiding Officer,
Internal Complaints Committee,
GLA University,
Mathura.

Copy to:

- Hon'ble Vice Chancellor, for kind information
- Pro Vice Chancellor, for kind information
- Registrar
- All the members of the ICC, with request to make it convenient to attend the same.



Internal Complaints Committee

GLA University, Mathura

ICC \ 2019 \ Dec - 2

Mon, Dec 16, 2019

Minutes of the Meeting

A meeting of the Internal Complaints Committee was held on Sat, Dec 14, 2019 at 04:30 PM in Room no. 302, Second Floor, Academic Block I. The following members attended the meeting.

- Prof. Vikas Tripathi
- Dr. Anjana Goel
- Dr. Pooja Pathak
- Ms. Geetanjali Sharma
- Prof. Charul Bhatnagar

Presiding Officer, Prof. Charul Bhatnagar chaired the meeting and welcomed all the members of the Internal Complaints Committee.

Agenda 1. To confirm the minutes of the meeting held on Sept 29, 2018

The following minutes of the meeting of the Internal Complaints Committee were circulated to the members. No comments were received.

Agenda 1. To discuss about the problems, if any, faced by women students & staff on campus.

Dr. Anjana Goel pointed out that in Academic Block VI, some girls had a complaint that the number of washrooms were less in number on the ground floor.

Dr. Manas Mishra pointed out that some of the street lights near Academic Block IX were not functioning.

It was decided that members of ICC visit all the academic blocks and survey the Washrooms available for women. It was also decided to check the entire campus to ensure proper lighting is there on all paths.

Agenda 2. Organize a workshop

All the members of ICC have been asked to identify people who can conduct a workshop.

Agenda 2. To present the Action Taken Report on the decisions taken in the meeting held on Sept 21, 2018

Agenda	Agenda Item	Action
1	To discuss about the problems, if any, faced by women students & staff on campus.	<ul style="list-style-type: none">▪ One new toilet has been built in the Ground Floor of AB - VI▪ Maintenance of other washrooms has been carried out.▪ All the street lights have been tested & are functioning properly
2	Organize a workshop	On Fri, Oct 19, 2018 Final yr students organized a 2 - Hr Workshop for the I yr students.


Agenda 3. To discuss "What should the complaint contain?" and "Where can the complainant complain?".

It was decided to make students and staff aware that any complaint to ICC must contain:

- The name of the Complainant. The complaint SHOULD NOT be anonymous
- The written complaint should contain a description of each incident.
- It should include relevant dates, timings and locations, along with the name(s) of people against whom the complaint is being made (if the names are known).

The complaint can be given to any faculty member of ICC in a sealed envelope.

The meeting ended with thanks by the Chair.


16/12/19

(Prof. Charul Bhatnagar)
Presiding Officer,
Internal Complaints Committee,
GLA University,
Mathura.

Copy to:

- Hon'ble Vice Chancellor, for kind information
- Pro Vice Chancellor, for kind information
- Registrar
- All the members of the ICC

Notice for Meeting of Internal Complaints Committee

GLA University, Mathura

ICC\2020\Sept - 03

Sept 21, 2020

The first meeting (virtual mode) of the newly constituted **Internal Complaints Committee**, (vide letter no. GLAU/RO/ICC/10351/2020), is scheduled to be held on **Sat, Sept 26, 2020 at 11:00 AM**. The link for the meeting will be shared one day in advance. You are requested to make it convenient to attend the meeting.

Agenda

1. To confirm the minutes of the meeting held on Dec 14, 2019
2. To present the Action Taken Report on the decisions taken in the meeting held on Dec 14, 2019
3. To make all the new members aware of the "The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013".
4. To consider the steps required for Gender Sensitization both amongst the students and staff.
5. Any other item with the permission of the chair.



(Prof. Charul Bhatnagar)
Presiding Officer,
Internal Complaints Committee,
GLA University,
Mathura.

Copy to:

- Hon'ble Vice Chancellor, for kind information
- Pro Vice Chancellor, for kind information
- Registrar
- All Directors and Deans
- All the members of the ICC, with request to make it convenient to attend the same.

Internal Complaints Committee

GLA University, Mathura

ICC\2020\Sept - 04

Sept 28, 2020

Minutes of the Meeting of ICC held on Sept 26, 2020

A meeting of the Internal Complaints Committee was held on Sept 26, 2020 at 11:00 am in virtual mode. The following members attended the meeting.

Prof. Vikas Tripathi
Dr. Kavita Verma
Dr. Pooja Pathak
Ms. Rachna Yadav

Ms. Geetanjali Sharma
Mr. Dharmendra Kulshreshtha
Prof. Charul Bhatnagar

At the outset, the Presiding Officer, welcomed all the members of the newly constituted Internal Complaints Committee.

Agenda 1: To confirm the minutes of the meeting held on Dec 14, 2019

The minutes of the meeting of the Internal Complaints Committee were circulated to the members. No comments were received. The minutes were confirmed.

Annexure I

Agenda 2: To present the Action Taken Report on the decisions taken in the meeting held on Dec 14, 2019

The members noted with satisfaction the Action Taken Report on the minutes of the meeting held on Dec 14, 2019.

Annexure II

Agenda 3: To make all the new members aware of the "The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013"

The Presiding Officer told that The Act came into force from 9 Dec 2013. The purpose of the Act is to provide for protection against sexual harassment of women at workplace

and for the prevention and redressal of complaints of sexual harassment and for matters connected therewith or incidental thereto. Special features of this Act are

- ▼ The redressal of complaints should be done within one year
- ▼ Compensation can be awarded to the victim by the committee
- ▼ Guidelines are given as how to calculate compensation
- ▼ The Internal Complaints Committee shall have powers equivalent to the Civil Court under Code of Civil Procedure 1908 when trying a suit in respect of adjudication procedures

Agenda 4: To consider the steps required for Gender Sensitization both amongst the students and staff.

A lot of discussions took place regarding Gender Sensitization. It was agreed that young women and men must be made to understand existing gender inequalities. With understanding comes the ability to bring about attitudinal changes towards Gender biasing.

Dr. Kavita Verma said that we should make people aware of the difference between Sex and Gender. Sex refers to the biological differences between males and females whereas Gender refers to the learnt roles, norms and expectations on the basis of one's sex.

It was unanimously decided that there is the need to make the students more gender sensitive and inculcate notions of rights and respect towards everyone irrespective of gender, class, caste, religion, sexual orientation etc. It was suggested to hold Webinars for this purpose.

The meeting ended with a vote of thanks to the Chair.



Prof. Charul Bhatnagar
Presiding Officer,
Internal Complaints Committee,
GLA University, Mathura.

Copy to:

- | | |
|---|------------------------------|
| ○ Hon'ble Vice Chancellor, for kind information | ○ Registrar |
| ○ Pro Vice Chancellor, for kind information | ○ All Directors and Deans |
| | ○ All the members of the ICC |

Annexure I

Agenda 1. To confirm the minutes of the meeting held on Sept 29, 2018

The following minutes of the meeting of the Internal Complaints Committee were circulated to the members. No comments were received. The minutes were confirmed.

Agenda 1. To discuss about the problems, if any, faced by women students & staff on campus.

Dr. Anjana Goel pointed out that in Academic Block VI, some girls had a complaint that the number of washrooms were less in number on the ground floor.

Dr. Manas Mishra pointed out that some of the street lights near Academic Block IX were not functioning.

It was decided that members of ICC visit all the academic blocks and survey the Washrooms available for women. It was also decided to check the entire campus to ensure proper lighting is there on all paths.

Agenda 2. Organize a workshop

All the members of ICC have been asked to identify people who can conduct a workshop.

Agenda 2. To present the Action Taken Report on the decisions taken in the meeting held on Sept 21, 2018

Agenda	Agenda Item	Action
1	<i>To discuss about the problems, if any, faced by women students & staff on campus.</i>	<ul style="list-style-type: none">▪ One new toilet has been built in the Ground Floor of AB - VI▪ Maintenance of other washrooms has been carried out.▪ All the street lights have been tested & are functioning properly
2	<i>Organize a workshop</i>	On Fri, Oct 19, 2018 Final yr students organized a 2 - Hr Workshop for the I yr students.

Agenda 3. To discuss "What should the complaint contain?" and "Where can the complainant complain?".

It was decided to make students and staff aware that any complaint to ICC must contain:

- The name of the Complainant. The complaint SHOULD NOT be anonymous
- The written complaint should contain a description of each incident.
- It should include relevant dates, timings and locations, along with the name(s) of people against whom the complaint is being made (if the names are known).

The complaint can be given to any faculty member of ICC in a sealed envelope.

The meeting ended with thanks by the Chair.



(Prof. Charul Bhatnagar)
Presiding Officer,
Internal Complaints Committee,
GLA University,
Mathura.

Annexure II

Action Taken Report on the Decisions Taken by the Internal Complaints Committee on its meeting held on Dec 14, 2019

Agenda	Agenda Item	Action
1	To confirm the minutes of the meeting held on Sept 21, 2018	Noted the confirmation of the minutes
2	To present the Action Taken Report on the decisions taken in the meeting held on Dec 14, 2019	Noted
3	To discuss "What should the complaint contain?" and "Where can the complainant complain?"	A meeting of the students was taken in the Ganga Girls' Hostel to make the I year students aware about the procedure to file complaints.

