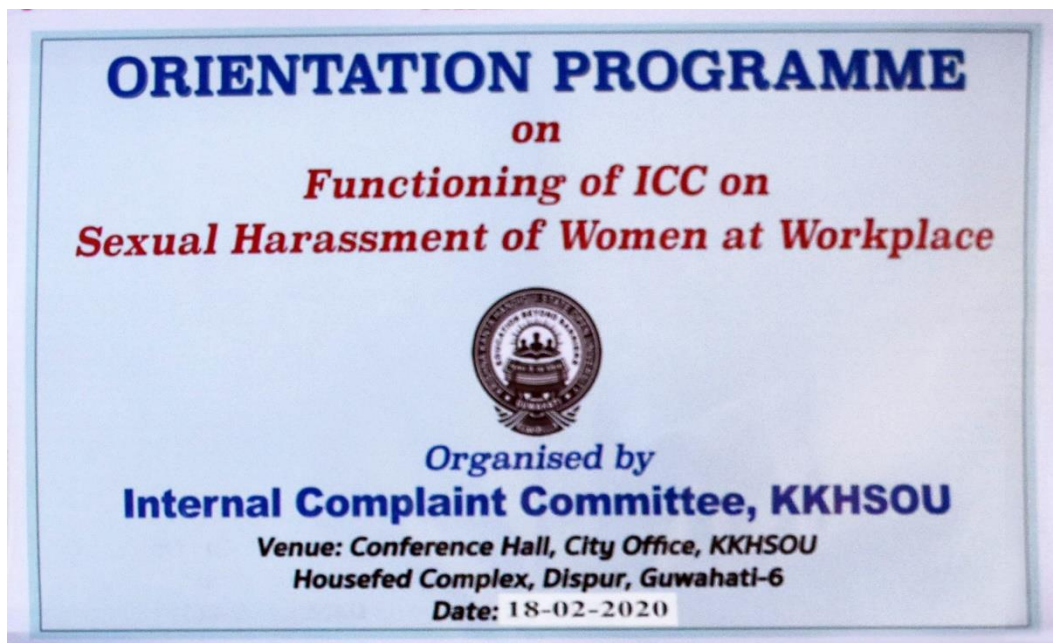


## REPORT ON

# ORIENTATION PROGRAMME ON FUNCTIONING OF ICC ON SEXUAL HARASSMENT OF WOMEN AT WORKPLACE



**Organized By**

**INTERNAL COMPLAINT COMMITTEE (ICC), KKSHOU**

# **REPORT**

**Meeting Date: 18<sup>th</sup> February, 2020**

**Venue: Conference Hall, City Office (KKHSOU)  
Housefed Complex, Dispur, Guwhati**

**Resource Person/Speaker:**

**Dr. Kasturi Gokul  
Assistant Professor of Law  
National Law University and Judicial Academy Assam**

As per the resolution of the ICC meeting, an orientation programme was convened for the officers of the University to orient and to sensitize the UGC mandate on functioning of Internal Complaint Committee of the University on 18<sup>th</sup> February 2020 at the Conference Hall, Housefed Complex, Dispur, KKHSOU.

**Objectives of the Programme:**

- 1) To facilitate the functioning of ICC committee
- 2) To sensitize employees of KKHSOU regarding the UGC mandate on protection and prevention procedure against sexual harassment of women at their workplace.

**The following Key officials of the University were present in the meeting:**

- Prof. Arupjyoti Choudhury, Registrar
- Dr. Rahul S. Mazumdar, Dean (Academic)
- Dr. Bhabaranjan Sarmah, Controller of Examination
- Prof. Nripendra Narayan Sarma, Director (CIQA)
- Mr. Bishnu Chakraborty, Finance Officer
- Dr. Ratul Patowary, Deputy Registrar, Administration
- Dr. Limpon Borah, Deputy Registrar, Academic

Apart from the above, the other officers of the University along with the members of ICC committee were present at the meeting.

Dr. Sangeeta Kakoty, Deputy Director, Multimedia CMC & Chairperson of the Internal Complaint Committee, KKHSOU, delivered the welcome address and described the objectives of the programme.



This was followed by the delivery of the lecture by the

resource person, Dr. Kasturi Gokul. At the very outset of her lecture, Dr. Gokul had described the purpose of an ICC in an educational institute and the legal provisions on the basis of which the concept of an ICC was formulated. Thereafter, she had elaborately discussed on the UGC Regulation Act, 2015 focusing on the primary duties that the ICC is required to perform in a higher educational Institution as per the Act and the guidelines given by the Act with regard to the formation an ICC. The criteria of members selections for the ICC of an Educational Institution, term and tenure period of the members, the grounds on which a member may be disqualified, etc. were also discussed at lengths.



Thereafter, Dr. Gokul had explained the definition of sexual harassment and various types of conducts or acts, both implicit or explicit which fall under the sexual harassment at workplace. Along with these, the

responsibilities that an institution of higher education requires to do in order to prevent sexual harassment acts in their institutions were also highlighted in the lecture.

The various responsibilities which an ICC needs to carry out, process of making complaints



to an ICC, step-by-step process of conducting enquiry by the ICC on receipt of a complaint were discussed by the resource

person. She also pointed out various ways to initiate actions against a person if proved guilty or the actions to be taken against the complainant in case the allegations proves to be false, etc.



The lecture was followed by an interaction session where the participants cleared their doubts.

The Programme ended with a Vote-of-Thanks delivered by Dr. Mrinal Jyoti Goswami, Assistant Professor in Assamese & member of the ICC Committee, KKHSOU.

(Sangeeta Kakoty)  
Presiding Officer, ICC