

# LALBABA COLLEGE

B+ NAAC ACCREDITED COLLEGE  
(Affiliated to the University of Calcutta)  
ESTD. - 1964

Website : [www.lalbabacollege.net](http://www.lalbabacollege.net)  
E-mail : [lalbabacollege@yahoo.com](mailto:lalbabacollege@yahoo.com)



117, Grand Trunk Road,  
Belur Math, Howrah  
Phone: (033) 2654-6289

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Date ..... 202

## 7.1.1 Measures initiated by the institution for the promotion of gender equity

The various programmes on Gender equity and Gender sensitization is being carried out in the college by two specific bodies: (i) Women's Cell and (ii) Visakha Committee and Internal Complaints Cell. The main objective of these two bodies is to make the students aware regarding Gender Equity and to look into the matter related to grievances associated with sexual harassment to female students. The college has a plan to organize a number of seminars and workshop and make several publications on the issues both at theoretical and paraxial levels. The compositions of these two cells are as below:

(i) Women's cell	(ii) Visakha Committee and Internal Complaints Committee
Dr. Sanjay Kumar (Principal) Prof. Ashoka Banerjee Prof. Amreeta Ghosh Prof. Ajit Kumar Singh Prof. Kalyan Mazumder Prof. Mitali Mukherjee Prof. Priti Sinha Prof. Md. Rashid Prof. Sanhita Ghosh Prof. Soma Sarkar Prof. Somnath Paul Prof. Mrinal Sarkar Prof. Pameli Ghosh	Prof. Jayasree Boler, Presiding Officer Prof. Asoka Bhattacharyya, Prof. Rakesh Mondal Prof. Bingshati Sarkar Sri Nikhil Krishhna Roy Ms. Swarnalata Koley Adv. Mihir Lal Dutta, Legal Officer

Apart from these institutional efforts the tenets of Gender equity manifest themselves in our pedagogical work with the student community on daily basis. The syllabus prescribed by our affiliating university provides us a curricular blue-print for setting the foundations of and building a structure of ideas that pertain to a gender equitable education. The Departments of Education, Political Science and English offer pedagogical opportunities for engagement with women's issues in their DSE courses.

*Amma*  
21/7/2023  
Principal  
Lalbaba College  
117, G. T. Road, Belurmath  
Howrah - 711202

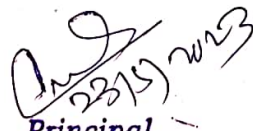
**VISAKHA COMMITTEE AND  
INTERNAL COMPLAINTS COMMITTEE (ICC)**

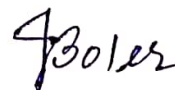
**(According to Visakha Guidelines)**

**LALBABA COLLEGE**

**ANNUAL REPORT**

The Visakha Committee and Internal Complaints Committee following the guidelines of *Visakha* was formed on 29<sup>th</sup> September, 2021 by the Principal as per the Section 4(I) of the "*The Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013*". The first meeting of the committee with all the members was held on 24<sup>th</sup> August, 2022 in the Principal's chamber at 4 P.M. The committee resolved to organize an awareness programme in future. After the committee being formed and email ID: [lbcvishaka@gmail.com](mailto:lbcvishaka@gmail.com) was created and a box was also installed inside college campus to redress grievance. The names of all the committee members with contact details were put on display in order for anyone to contact should there be any need. The email ID was also on public display as well.

  
Principal  
LALBABA COLLEGE  
117, G. T. Road, Behurmath  
Howrah-711 202

  
Prof. Jayasree Boler  
Presiding Officer  
Visakha Committee And  
Internal Complaints Committee  
Lalbaba College  
Presiding Officer  
Internal Complaints Committee  
Lalbaba College

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## VISAKHA COMMITTEE AND INTERNAL COMPLAINTS COMMITTEE (ICC)

(According to Visakha Guidelines)

A meeting of the Visakha Committee and Internal Complaints Committee will be held on 24<sup>th</sup> August 2022 at 4 P.M. in Principal's chamber on the following agenda :

Agenda -

1. Modalities of functioning of the committee.
2. Inclusivity of the committee
3. Fix legal framework according to provisions of the law.
4. Annual awareness programme.
5. Miscellaneous.

J Boler 17/08/2022  
Presiding Officer

Principal  
Lalbaba College  
117, G.T. Road, Belurmath  
Howrah - 711202

Members	Signature
1. Prof. Jayasree Boler, Presiding Officer	J Boler
2. Prof. Asoka Bhattacharyya	Asoka Bhattacharyya
3. Prof. Rakesh Mondal	Rakesh Mondal
4. Prof. Bingshati Sarkar	Bingshati Sarkar 24/08/2022
5. Sri Nikhil Krishna Roy	Nikhil Krishna Roy 24/8/22
6. Ms. Swarnalata Kolay	Swarnalata Kolay 24/8/22
7. Adv. Mihir Lal Dutta, Legal Officer	Mihir Lal Dutta 24/8/22

**The Visakha Committee And Internal Complaints Committee  
ICC), Lalbaba College**

Constituted by Section 4(1) of "The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 also known as Visakha Committee., formed by the Principal ,Lalbaba College (Employer) held its 1<sup>st</sup> meeting on 24.08.2022 at 4 p.m. in the Principal's Chamber.

**Members presents :**

- |                              |                       |
|------------------------------|-----------------------|
| 1) Prof. JayasreeBoler       | :Presiding Officer    |
| 2) Prof. Asoka Bhattacharyya | :Member               |
| 3) Prof. BingshatiSarkar     | :Member               |
| 4) Prof. RakeshMondal        | :Member               |
| 5) Sri Nikhil Krishna Roy    | :Member               |
| 6) Ms SwarnalataKolay        | :Member               |
| 7) Advocate MihirLalDutta    | :Legal Officer        |
| 8) Sri Rajib Kumar Ghosh     | :Bally Police Station |


**Following are the resolutions of the meeting attended by members of the committee :**

- 1) The committee members unanimously stressed the importance of holding an awareness programme for female students and staff members of the college as early as possible.
- 2) It was also decided that gender sensitization counseling should also be simultaneously held for the male students.
- 3) Resolved that the committee would create a policy framework for the functioning and implementation of the recommendations of the Act.
- 4) The members undertook the responsibility to clearly define the powers and functions of the committee in the workplace and to also define the modalities of its functioning within the purview of the Act.
- 5) Resolved that an email Id and a SHE BOX for receiving complaints would be created ASAP.
- 6) A permanent board stating the names and contact numbers of the members will be installed at a prominent place inside the college according to resolution taken.

7) Finally resolved that the ICC, Lalbaba College would stress the importance of creating an atmosphere of trust and mutuality to avoid untoward incidences.

The meeting ended with a vote of thanks for the principal.

Boiler 23/5/2023  
Presiding Officer  
Visakata Committee &  
Internal Complaints  
Committee (ICC)  
Lalbaba College

  
Principal  
LALBABA COLLEGE  
117, G. T. Road, Behurmath  
Howrah-711 202

J.B  
Principal.