2022

Today at 12:30 Pm meeting is held on 23/2/22

We discuss Responsibilities of Icc about the Icc training is an important part of the complaint redressal process and helps make the Internal complaints committee learn about the important elements of compliance under the Act. Our Icc trainy focuses on i) The powers assigned Icc under POSH Act
ii) Methodology of conducting any an inquiry on a sexual harassment complaint.
(iii) Important guidelines which Icc is required to comply with while conducting the sexual harassment inquiry.
(iv) The timelines for resolving complaints as defined under the ~~act~~ Act which ICC needs to follow while investigating a complaint.

We also discuss about "what is POSH";
POSH or the Sexual Harassment of women at workplace (Prevention, Prohibition and Redressal) Act, 2013 (The Act) is a groundbreaking law on a much-needed and burning issue, it is India's first codified legislation that categorically deals with the Prevention, Prohibition and redressal of sexual harassment of women at the workplace. The Act came in to force on December 9, 2013 and is binding on every organization, public or private, having more than 10 employees

We discuss about The Internal complaints committee training is an integral part of the complaint and redressal process of the Internal complaints committee policy. This trainy will help make the Internal complaints committee Members learn about the important elem elements of compliance under the Act for example: The powers assigned to IC under POSH ACT.

Important guidelines which IC is required to comply with while conducting the sexual harassment inquiries.

We discuss about Powers of the ICC. The ICC plays an important role in the functioning of the provision of the Act and to ensure the fulfilment of its objectives of the Internal complaints committee Policy. Thus, the main function of the ICC is (i) Implementation of the ICC policy relating to the prevention of sexual harassment. (ii) Resolving complaints by the aggrieved based on the guidelines of the Internal complaints committee policy. (iii) Recommending actions to be taken by the Employer. As per Section 11(3) The ICC enjoy the power same as that of civil courts and therefore a) It is empowered to initiate an inquiry into a complaint of sexual harassment at the workplace according to the Internal complaints committee policy b) IC has the power to summon witness and parties to state the committee. c) It enjoys the discretion of summoning evidence to be examined if may be deemed necessary to do so by the members of the committee

Committee members

1) Jyoshi DebBarma
2) Jina DebBarma
3) Charanti Dalharma
4)
5)
6) Sutapa Chowdhury (convener)

Principal in charge
Dr. Tripti Walia
23/02/22.