



# Syon College

Affiliated to Panjab University Chandigarh  
K.M.-7, Hanumangarh Road, Abohar

## Annual Report of the Internal Complaint Committee (ICC)

As per the guidelines of UGC, NAAC and the Supreme Court, the college has established the Internal Complaints Committee for effective enforcement of basic human rights of gender equality and assurance of an environment free of sexual harassment and abuse.

The Objectives of the ICC is to develop healthy and safe atmosphere to the faculty and students of the College and to prevent sexual harassment or exploitation of any kind. Policy measures and procedures are laid down to combat sexual harassment, if any arises and the students are made aware of these proactive measures through seminars and outreach programmes. The college's Internal Complaints Committee addresses the grievances filed in a confidential and sensitive manner.

### **Objectives:**

1. To prevent and address incidents of sexual harassment within the college.
2. To ensure compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013.
3. To promote gender equality, dignity, and respect for all members of the college community.
4. To provide support and assistance to victims of sexual harassment.
5. To provide conducive environment and congenial atmosphere

### **Functions of ICC**

1. Disseminating information about the ICC and its role through orientation and awareness programs.
2. We have also displayed details of the members of the committee on Our College notice board.
3. The ICC will receive and address complaints related to any form of misconduct in a confidential and sensitive manner.
4. Conducting inquiries and investigations into the complaints in a sensitive and impartial manner.
5. Maintaining confidentiality throughout the complaint handling process.
6. Taking appropriate actions to redress the complaints and provide relief to the victims.
7. The committee shall organize awareness programs and workshops on preventing sexual harassment.
8. The ICC shall prepare annual report of complaints received, actions taken, and submit it to the college Administration.

Principal

**Syon College**  
Abohar



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## Academic Year 2018-19

The Internal Complaints Committee is formed and the members of the Committee are as follows:-

Sr. No.	Name	Designation
1.	Dr. G.L Sharma	Chairperson/ Principal
2.	Mr. Sandeep	Incharge
3.	Ms. Kajal	Incharge
4.	Ms. Anamika Watts	Representative/ IQAC
5.	Ms. Rajni	Student Representative
6.	Mr. Shubham Juneja	Student Representative
7.	Mr. Varun Chillana	Office Superintendent

The Internal Complaints Committee was constituted looking towards the various objectives and responsibilities to intercept sexual harassment at workplace. To prevent discrimination and sexual harassment against girls by promoting gender amity among students and employees, to spread awareness towards women empowerment, to provide conducive environment and congenial atmosphere for women. Agenda for the meeting (2018-19) were actively discussed among the members about working procedure of ICC, awareness program conduction, discussion about Complaints.

## Action taken Report (2018-19)

- Two meetings of the committee were conducted in the academic year 2018-19.
- The nominations were unanimously approved by all committee members and decided to inform nominated students about their selection and responsibilities.
- Special Enrollment Camp for girls organized on 2<sup>nd</sup> & 3<sup>rd</sup> July 2018.
- The chairman will assign the duties to the ICC members.
- An orientation session was conducted for the students by Mr. Sandeep. Understanding the Internal Complaints Committee (ICC) rules is vital. The ICC handles complaints about harassment and misconduct confidentially and impartially. Familiarize yourself with the complaint process, your rights, and protections. Ensuring a respectful environment relies on everyone knowing and respecting these guidelines.

*Sandeep*  
*Kajal*  
Incharges

*G.L*  
Principal  
**Syon College**  
Abohar

*[Signature]*  
Principal



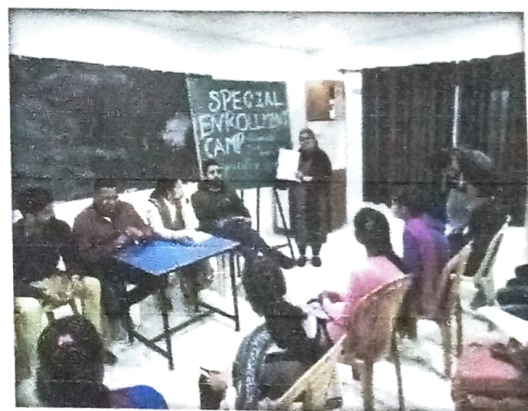
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Pictures of Programs & Activities

(2018-19)

**Special Enrollment camp for girls organized in Syon college, Abohar  
on 2<sup>nd</sup> & 3<sup>rd</sup> July 2018.**



Principal  
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Abohar



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Academic Year 2019-20

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Sr. No.	Name	Designation
1.	Dr. G.L Sharma	Chairperson/ Principal
2.	Mr. Kishori Lal	Incharge
3.	Ms. Kajal	Incharge
4.	Mr. Gursewak Singh	Representative/ IQAC
5.	Mr. Anoop Kumar	Student Representative
6.	Ms. Gagandeep	Student Representative
7.	Mr. Varun Chillana	Office Superintendent

The Internal Complaints Committee was constituted looking towards the various objectives and responsibilities to intercept sexual harassment at workplace. To prevent discrimination and sexual harassment against girls by promoting gender amity among students and employees, to spread awareness towards women empowerment, to provide conducive environment and congenial atmosphere for women. Agenda for the meeting (2019-20) to discuss the role and functions of newly constituted ICC, to co-ordinate with Anti-Ragging Committee for activities.

## Action taken Report (2019-20)

- Two meetings of the committee were conducted in the academic year 2019-20.
- ICC incharge given explanation about the role of ICC and their responsibilities to the present members.
- ICC committee conducted an orientation program for new comers in accordance with Anti-Ragging Committee on 24/07/2019.

  
Incharges

  
Principal  
Syon College  
Abohar

  
Principal



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## Pictures of Programs & Activities (2019-20)

**Employability enhancement program for Girls held on 21/11/2019**



Principal  
**Syon College**  
Abohar



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## Academic Year 2020-21


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Sr. No.	Name	Designation
1.	Dr. G.L Sharma	Chairperson/ Principal
2.	Ms. Kajal	Incharge
3.	Mr. Amit	Incharge
4.	Ms. Anamika Watts	Representative/ IQAC
5.	Mr. Aman Kumar	Student Representative
6.	Ms. Kanta	Student Representative
7.	Mr. Varun Chillana	Office Superintendent

The Internal Complaints Committee was constituted looking towards the various objectives and responsibilities to intercept sexual harassment at workplace. To prevent discrimination and sexual harassment against girls by promoting gender amity among students and employees, to spread awareness towards women empowerment, to provide conducive environment and congenial atmosphere for women. Agenda for the meeting (2020-21) to conduct online extension lecture on women health.

### Action taken Report (2020-21)

- Two meetings of the committee were conducted in the academic year 2020-21.
- A online extension lecture related on women health and hygiene was held on 10/11/2020.
- Due to COVID pandemic no complaints were received.

  
Incharges



  
Principal

Principal  
**Syon College**  
Abohar



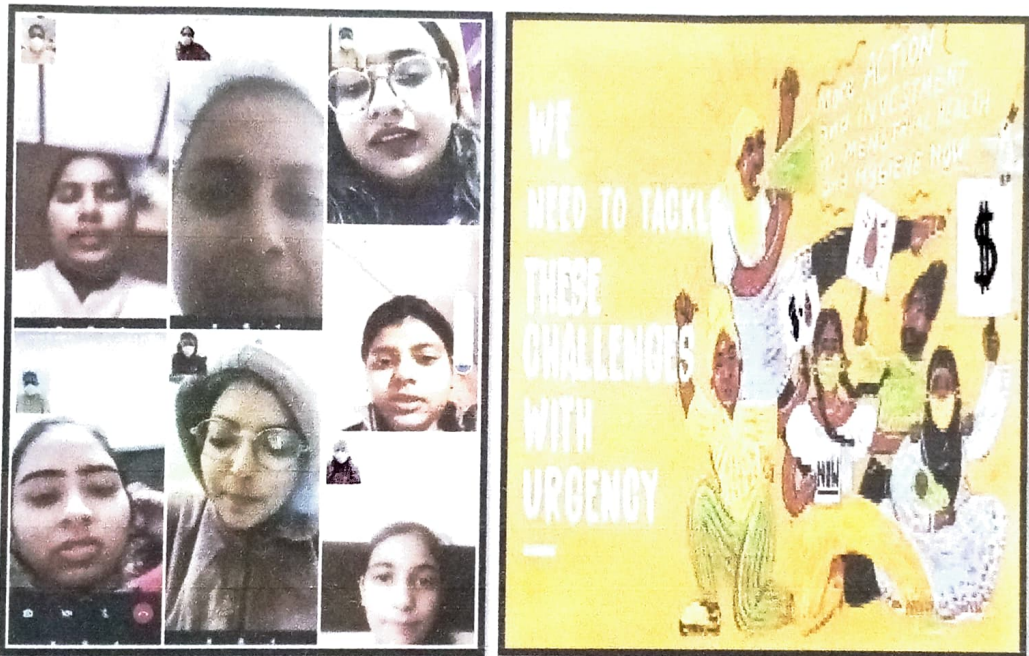
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Pictures of Programs & Activities

(2020-21)

**Online Extension Lecture on Women Health and Hygiene held on 10/11/2020**



*G.S.*

Principal  
Syon College  
Abohar



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Academic Year 2021-22

The Internal Complaints Committee is formed and the members of the Committee are as follows:-

Sr. No.	Name	Designation
1.	Dr. G.L Sharma	Chairperson/ Principal
2.	Mr. Deepak Sachdeva	Incharge
3.	Ms. Meenu	Incharge
4.	Ms. Anamika Watts	Representative/ IQAC
5.	Mr. Sandeep Kumar	Student Representative
6.	Ms. Palak	Student Representative
7.	Mr. Varun Chillana	Office Superintendent

The Internal Complaints Committee was constituted looking towards the various objectives and responsibilities to intercept sexual harassment at workplace. To prevent discrimination and sexual harassment against girls by promoting gender amity among students and employees, to spread awareness towards women empowerment, to provide conducive environment and congenial atmosphere for women. Agenda for the meeting (2021-22) to discuss about the role and function of ICC committee, organized an extension lecture on International Women Day.

## Action taken Report (2021-22)

- Two meetings of the committee were conducted in the academic year 2021-22.
- ICC incharges given explanation about the role of ICC and their responsibilities to the present member.
- Organized an extension lecture on International Women Day on 08/04/2022.
- Due to COVID pandemic no complaints were received.

  
Incharges

  
Principal  
**Syon College**  
Abohar

  
Principal





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Pictures of Programs & Activities

(2021-22)

**Extension lecture on International Women's day held on 08/04/2022**



G. S.  
Principal

Syon College  
Abohar



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Academic Year 2022-23

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Sr. No.	Name	Designation
1.	Dr. G.L Sharma	Chairperson/ Principal
2.	Mr. Deepak Sachdeva	Incharge
3.	Ms. Anamika Watts	Incharge
4.	Mr. Gursewak Singh	Representative/ IQAC
5.	Ms. Suman Devi	Student Representative
6.	Mr. Vishal	Student Representative
7.	Mr. Varun Chillana	Office Superintendent

The Internal Complaints Committee was constituted looking towards the various objectives and responsibilities to intercept sexual harassment at workplace. To prevent discrimination and sexual harassment against girls by promoting gender amity among students and employees, to spread awareness towards women empowerment, to provide conducive environment and congenial atmosphere for women. Agenda for the meeting (2022-23) to discuss about the role and function of ICC committee, organized an awareness program for first year students and discussed about activities for gender sensitization & equity and women in education.

## Action taken Report (2022-23)

- Two meetings of the committee were conducted in the academic year 2022-23.
- ICC incharges given explanation about the role of ICC and their responsibilities to the present member.
- ICC along with Anti-Ragging committee has conducted an open discussion on prevention on Anti-Ragging held on 09/08/2022.
- Poster making competition on women in education held on 21/06/2023.
- Visit of college staff in rural areas for gender sensitization & equity on 05/07/2023.

  
Incharges

  
Principal  
Syon College  
Abohar

  
Principal



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Pictures of Programs & Activities

(2022-23)

**Poster making Competition on women in Education held on 21/06/2023**



**College staff visited rural areas for Campaign under Gender Sensitization held on 05/07/2023**



Principal  
Syon College  
Abohar