



Don Bosco Institute of Technology

Internal Complaints Committee (ICC) (2019-2020)

Committee Members:

Ms. Sana S.(Computer - Convenor)
Ms. Anagha S. (Information Technology)
Ms. Poonam C. (EXTC)
Mr. Binoj S. (FE Workshop)
Mr. Royal D. (NSS)
Mr. Mangesh K.(Server Team)
Ms. Kartiki B. (Basic Science & Humanities)
Mr. Swapnil G. (Mechanical)
Mr. Taha Kazi (Student)
Ms. Cynthia Mascarenhas (Student)

Objectives of the Committee:

- Settle, resolve issues relating to sexual harassment happening inside the DBCL campus for DBIT students and employees.
- To maintain a healthy, stress-free, progressive environment conducive to the growth of the Individual and the Institute.
- Encouraging healthy conversation on Gender sensitization and sexual harassment.
- Creating Safe, Enabling work environment.
- ICC should be visible and approachable.

Action Plan:

- To create awareness about the existence of the ICC committee and what constitutes sexual harassment.
- To display the names of ICC members to whom the complaint can be lodged.
- To have a complaint drop box in the Campus Minister office at the campus.
- To have regular meetings at least two times in a semester amongst the members to discuss issues like false complaints, gravity of the complaints, etc. that may crop up.
- To suggest a preventive action plan to avoid occurrence/ repetition of the sexual offenses.
- Resolving complaints in a time bound manner in the presence of all the ICC members with both the Complainant and Complainer.
- To advice the management regarding the necessary disciplinary action / quantum of punishment in case the complaint is verified as true.
- To advice the Women's Development Cell (WDC) to sensitize the campus about the Sexual - Prevention, Prohibition and Redressal , Act 2013 on a regular basis

- Two Meetings conducted by the Internal Complaints Committee held on 15th October 2019 and 22nd January 2020.

NOTE: The Committee noted that no complaint of sexual harassment has been received from any employee of this Campus in AY 2019-2020.