

Annual Report (2023-2024)

Internal Complaints Committee against Sexual Harassment of Women at Workplace (ICC-SHW), Dayanand Anglo-Vedic College, Kanpur

During the session 2023-2024 the following programs were organized by ICC-SHW -

1.Introduction of ICC-SHW to Students in the Induction Programme

Students Induction Programme of Science, Commerce and Arts faculty were organized on **16th, 17th and 18th Aug, 2023** respectively. The students were introduced with the role of the committee to create awareness about sexual harassment and to deal with the recommended punishment for non-consensual acts of sexual harassment within the campus. The procedure for submission, enquiry and redressal of complaints by the ICC-SHW was also elaborated for students.

2. Online Meeting of Committee members

On 10th September, 2023 at 5:00 pm an online meeting of the members of ICC-SHW on Zoom Platform was held. The meeting was conducted to interact with **external NGO member Mrs. Pryanka Dwivedi**, (Bal Briddh Nari Kalyan Samiti, Harchandrapura, Gandhi Kanaura, Manak Nagar, Lucknow UP.). She shared her experiences about her NGO and women welfare programmes that can be followed by ICC-SHW committee.

The important points regarding the successful organization of Students awareness programme that was scheduled on 12.09.23 were also discussed. It was a first online platform introductory meeting of the session, conducted by ICC-SHW.

Topic: ICC-SHW Meeting

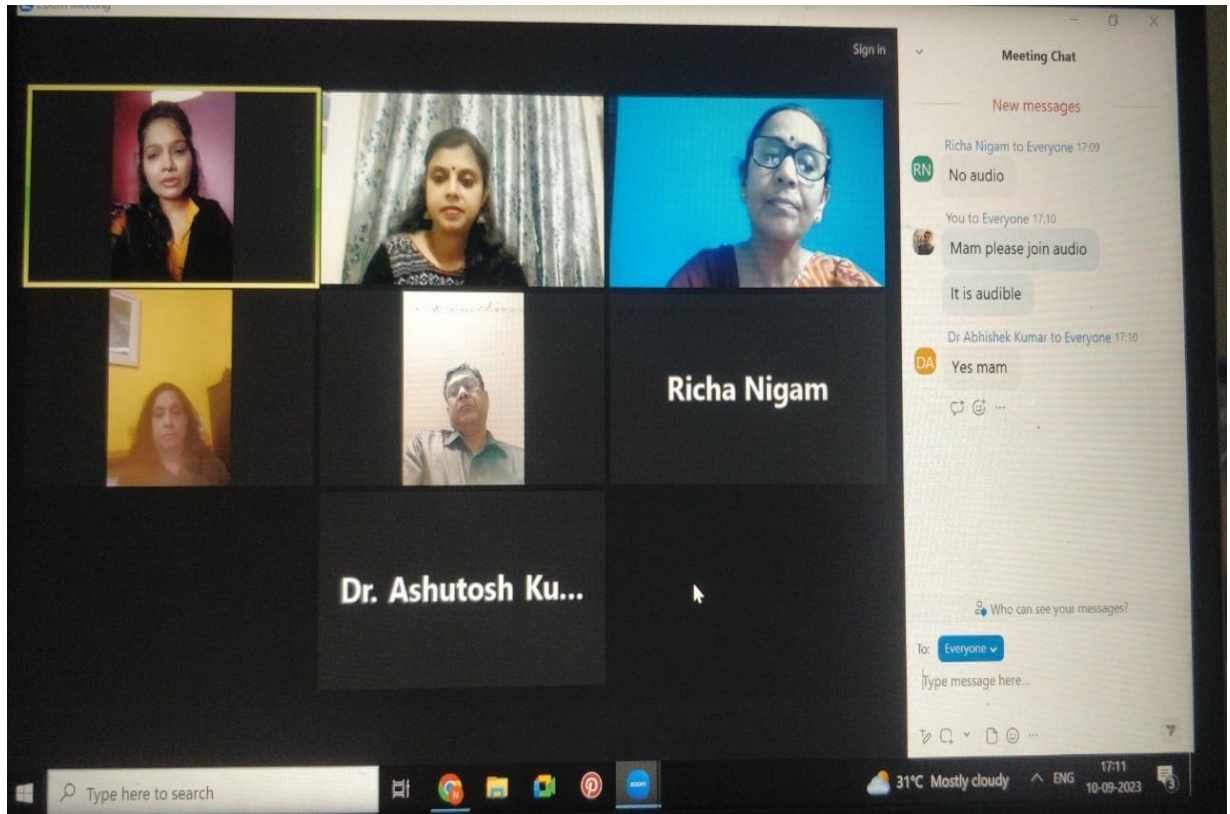
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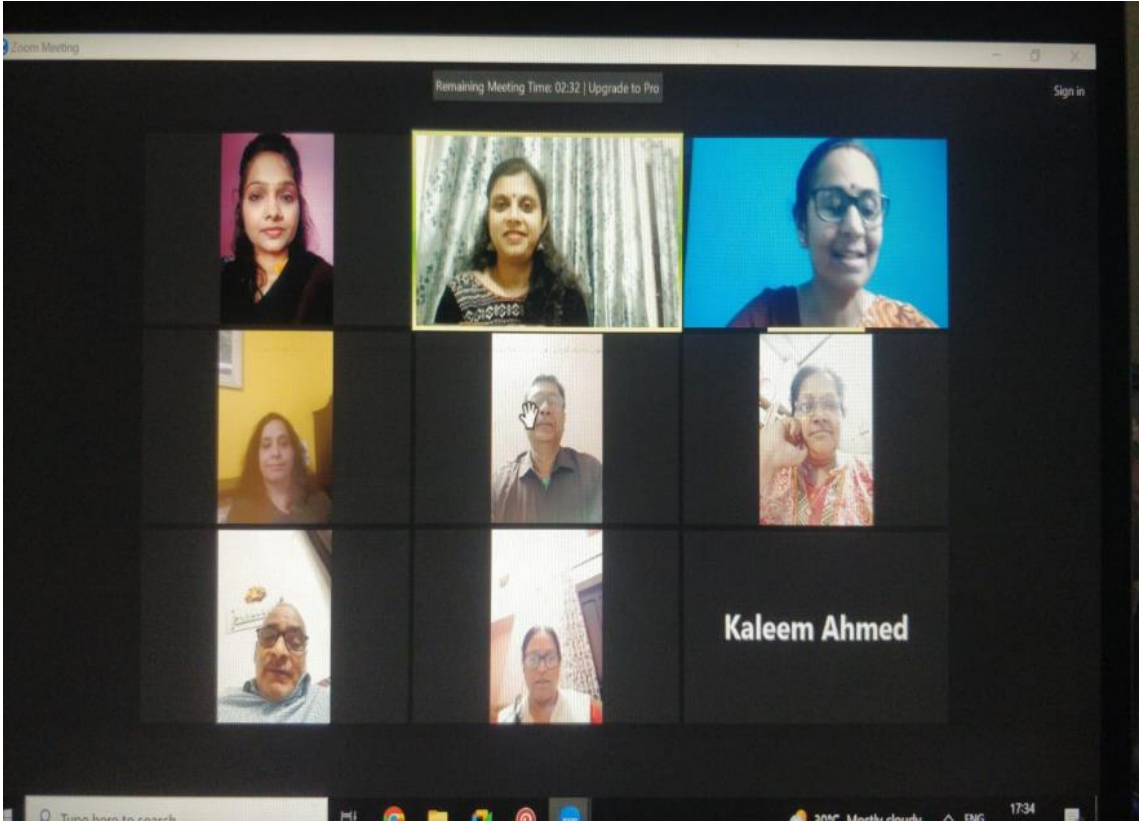
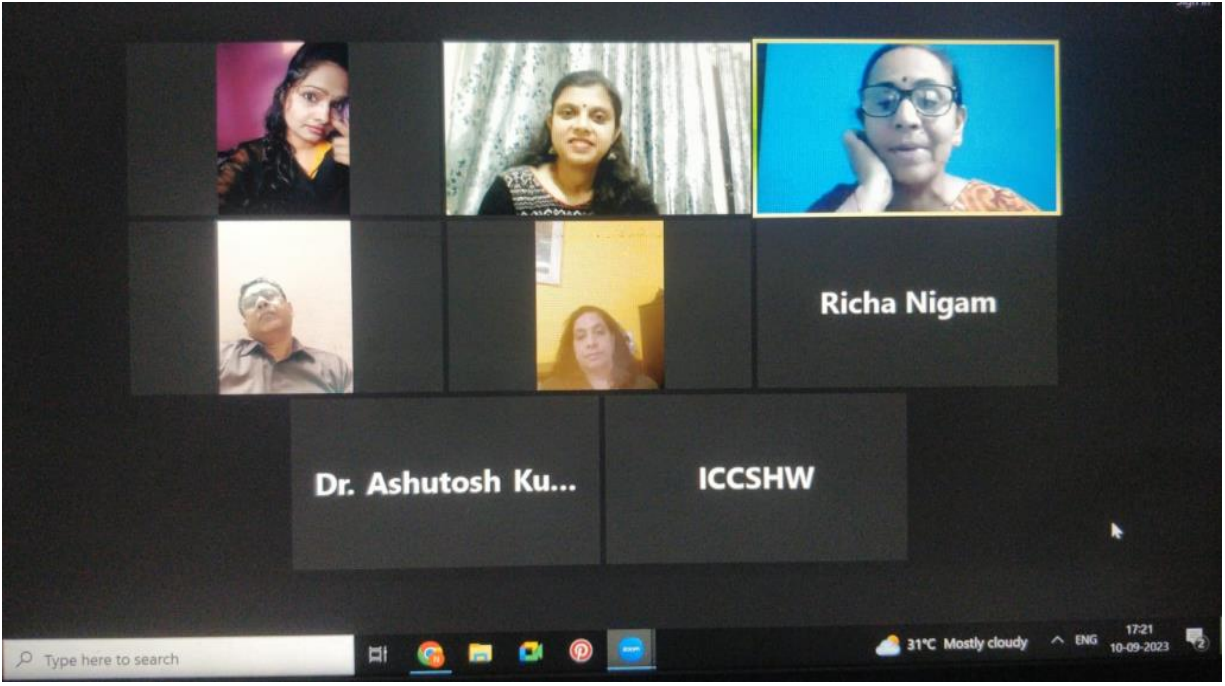
Join Zoom Meeting

<https://us05web.zoom.us/j/86422438986?pwd=8h6vVhSPWEG55LTbwGfu0UDXoKnP2f.1>

Meeting ID: 864 2243 8986

Passcode: *ICCSHW*





3.Students awareness program on the topic “Students safety in College Campus

On 12th September a student awareness program on the topic “Students Safety in College Campus” was organized in CL3 of the college. The program was attended by 80 students, 20 faculty members and 11 committee members of ICC-SHW. Prof. Poonam Diwevedi (Rtd.) Head of Physical Education Department, D.G.P.G, College, Kanpur was Chief Guest and speaker of the program. Prof. Arun Kumar Dixit, esteemed Principal Sir of the college, Prof. Rajat Kumar Srivastav, Chief Proctor of the College, Prof. Pushpendra Kumar Tripathi, Coordinator IQAC of the college, were the guests of the inaugural function of the program. Prof. Pramila Tripathi, coordinator of the ICC-SHW and committee members Prof. Abhishek Kumar Srivastava, Prof. Adesh Gupta, Dr. Geeta, Dr. Rashmi Srivastawa, Dr. Rekha shukla, Dr. Richa Nigam, Dr.Pratibha Tripathi, Dr. Nidhi Nagar, Dr. Ashutosh Kumar Jha, and Dr. Kalim Ahmad were also present during the inaugural session of the program. Prof.Arun Kumar Dixit, Principal D.A-V College, welcomed the Chief Guest, Prof. Poonam Dwevedi, by giving bouquet to her and delivered a welcome lecture to introduce the topic to the students.

Prof. Pramila Tripathi introduced the importance of constituting ICC-SHW in college campus and briefed the functioning of the committee in the college.

Prof. **Poonum Diwvedi** delivered her lecture on the topic ‘**Students safety in the College Campus**’ with the help of Power Point Presentation. She told the students that just like anywhere else in a city or town, crimes can also occur in a college campus also. The students should be well informed and trained to deal with any type of unwelcome conduct under any adverse situations. She suggested the students to take safety measures on the following points -

1. Avoid walking alone at night.
2. Lock doors and secure belongings.
3. Pay attention to residence hall visitors.
4. Have a plan when going out
- 5 Be aware of available of campus safety devices.

6. Report suspicious activity.
7. Choose your friends wisely.
8. Learn how to defend yourself
9. Be smart in social media.
10. Carry some emergency cash.
11. Avoid becoming inebriated and losing control.

The lecture was very interactive and informative for the students. All the students actively participated in the program and their queries were effectively entertained and justified by the speaker.

A speech competition was also organized by ICC-SHW in which 14 students were participated and delivered speech on the topic “**safety of women and students**”. **Afrin Bano and Vartika Varma got first position, Dipti Mishra and Harsh Awasthi got second Prize and Aryan Khare and Aadhya Chaudhary got third Prize.**

Comparing of the program was done by Dr.Pratibha Tripathi. Dr.Richa Nigam presented the introduction of Chief Guest Prof. Poonum Dwivedi. Dr.V.K.Dubey as invited guest, also addressed the students for their Safety in College Campus. Vote of thanks was given by Dr. Nidhi Nagar.









A short report of the programme was published in Hindi news paper Aaj dated 13th Oct.2023 and in Dainik Jagran of 14th Sept.2023.



कार्यक्रम को सम्बोधित करती मुख्य अतिथि व अन्य।

विद्यार्थी और महिला सुरक्षा पर दी गई जानकारीयां

कानपुर, 12 सितम्बर। डीएवी पीजी कॉलेज की आंतरिक शिकायत समिति की ओर से (महिलाओं के यौन उत्पीड़न को रोकने हेतु) एक विद्यार्थी जागरूकता कार्यक्रम का आयोजन किया गया। कार्यक्रम में मुख्य अतिथि डीजी कालेज, हेड आफ फिजिकल एजुकेशन डिपार्टमेंट, रिटायर्ड प्रो. पूनम द्विवेदी ने महिला और विद्यार्थी सुरक्षा पर ज्ञानवर्धक जानकारी दी। साथ ही विद्यार्थियों द्वारा महिला एवम विद्यार्थी सुरक्षा पर अपने विचार व्यक्त किए गए। प्रतियोगिता में प्रथम स्थान पर दो छात्राएं आफरीन बानो और वर्तिका वर्मा रहीं। द्वितीय स्थान पर दीप्ति मिश्रा और हर्ष अवस्थी रहे। तृतीय स्थान आर्यन खरे एवम आराध्या को प्राप्त हुआ। इस आयोजन में महाविद्यालय के प्राचार्य प्रो. अरुण कुमार दीक्षित एवं कमेटी की कोऑर्डिनेटर प्रो. प्रमिला त्रिपाठी ने भी विद्यार्थी एवम महिला सुरक्षा पर अपने विचार प्रस्तुत किए। कार्यक्रम में समिति के सभी सदस्य गण उपस्थित रहे।

विद्यार्थियों को किया जागरूक

कानपुर : डीएवी पीजी कालेज सिविल लाइंस में आंतरिक शिकायत समिति (महिलाओं के यौन उत्पीड़न रोकने के लिए) द्वारा विद्यार्थी जागरूकता कार्यक्रम किया गया। मुख्य अतिथि डीजी कालेज से सेवानिवृत्त विभागाध्यक्ष प्रो. पूनम द्विवेदी ने महिला और विद्यार्थी सुरक्षा पर ज्ञानवर्धक जानकारी दी। प्रतियोगिता में आफरीन बानो और वर्तिका वर्मा प्रथम और दीप्ति मिश्रा और हर्ष अवस्थी ने द्वितीय स्थान पाया। यहां प्राचार्य प्रो. अरुण कुमार दीक्षित, समन्वयक प्रो. प्रमिला त्रिपाठी मौजूद रहीं। (वि.)

Aaj 13th Oct.2023

Dainik Jagran 14th Oct.2023

4.Committee members meeting in auditorium

On 10th October 2023 a brief meeting in auditorium was held to finalize the preparations of workshop that was scheduled on 11th-12th October 2023.

5. Self Defense work whop

Keeping in view, the rising number of crimes against girls in the country, it is important to provide self-defense training to them in college to ensure their safety and security. Self-defense training is a life skill that helps girls to be more aware of their surroundings and be prepared for the unexpected situation at any time. Through

the self defense training the girls are taught to become psychologically, intellectually and physically strong enough to protect themselves in times of distress.

Therefore, College Internal Complaints Committee against Sexual Harassment of Women (ICC-SHW) organized a **Two day's Self Defense Workshop in collaboration with Shotokan School Karate Do Association of India on 11th and 12th of October, 2023 in the auditorium of the college.**

The workshop was inaugurated by our Distinguished Principal Sir, by lamp lightening to Goddess Saraswati ji. Chief Proctor, Prof. Rajat Kumar, Coordinator IQAC Prof. Pushpendra Kumar Tripathi, coordinator OF ICC-SHW Prof. Pramila Tripathi, committee members Prof. Abhishek Kumar Srivastava, Prof. Adesh Gupta, Dr.Geeta, Dr Rashmi Srivastawa, Dr Rekha shukla, Dr Richa Nigam, Dr.Pratibha Tripathi, Dr Nidhi Nagar, Dr Ashutosh Kumar Jha, and Dr. Kalim Ahmad were present during the inaugural session of the workshop. Prof Pramila Tripathi introduced the importance of constituting ICC-SHW in college campus and also briefed the functioning of the committee in the college campus.

The students were registered through online and offline mode. The link for online registration was <https://forms.gle/WERqXuvsUQidhjB77>

Total 125 students were registered for the workshop.

The training was given by Shihan Vijay Kumar and his team, Vishu Kumar, Aryan, Pawan and Manasi. Mr. Shihan Kumar has 30 years of experience in the field self defense training programme, he is self defense expert, nutrition expert and has given self defense training to UP. Police (Crime Branch) and ATS Lucknow.

During first day (11th Oct.2023) tips and tricks for self defense were given to the students, in which it was suggested that how and where to use punch and kick forcefully to escape from any adverse situation. Mr. Shihan Vijay Kumar taught the students about, the Knee strike and suggested that it is a standing kick which is a crucial way when student gets adrenalized. He also told and trained the students about the attacks on sensitive places, strong fist, attacking postures, frequent punching, foot attack and a proper, defensive body language. At the end of the first day training the students were given refreshment.





On the next day (12th Oct.2023) Mr. Shihan Vijay Kumar trained the students for self defense by various methods. The students were given training for pranayam, yoga and physical exercises for being psychologically, emotionally and physically strong. Mr.Shihan Vijay Kumar introduced the importance of healthy diet, exercise, yoga and pranayaam to the students. In this workshop students participated with great interest and enthusiasm.

During the valedictory function on second day Prof.Arun Kumar Dixit, Principal of the college, Prof. Rajat Kumar Srivastav, Chief Proctor of the College, Prof. Pushpendra Kumar Tripathi, Coordinator IQAC of the college, were the guests of the valedictory function of the workshop. Prof.Pramila Tripathi,Coordinator of the committee and committee members Prof. Abhishek Kumar Srivastava, Prof. Adesh Gupta, Dr. Geeta, Dr. Rashmi Srivastawa, Dr. Rekha shukla, Dr. Richa Nigam, Dr.Pratibha Tripathi, Dr. Nidhi Nagar, Dr. Ashutosh Kumar Jha, and Dr. Kalim Ahmad were also present during the validictory session of the workshop.

Prof. Arun Kumar Dixit, Principal D.A-V. College addressed the students and introduced the importance of self defense for female students. Prof. Arun Kumar Dixit distributed certificates to the participated students. Vote of thanks was presented by Prof. Pramila Tripathi coordinator of the ICC-SHW. After the completion of second day the refreshment was distributed amongst the students.





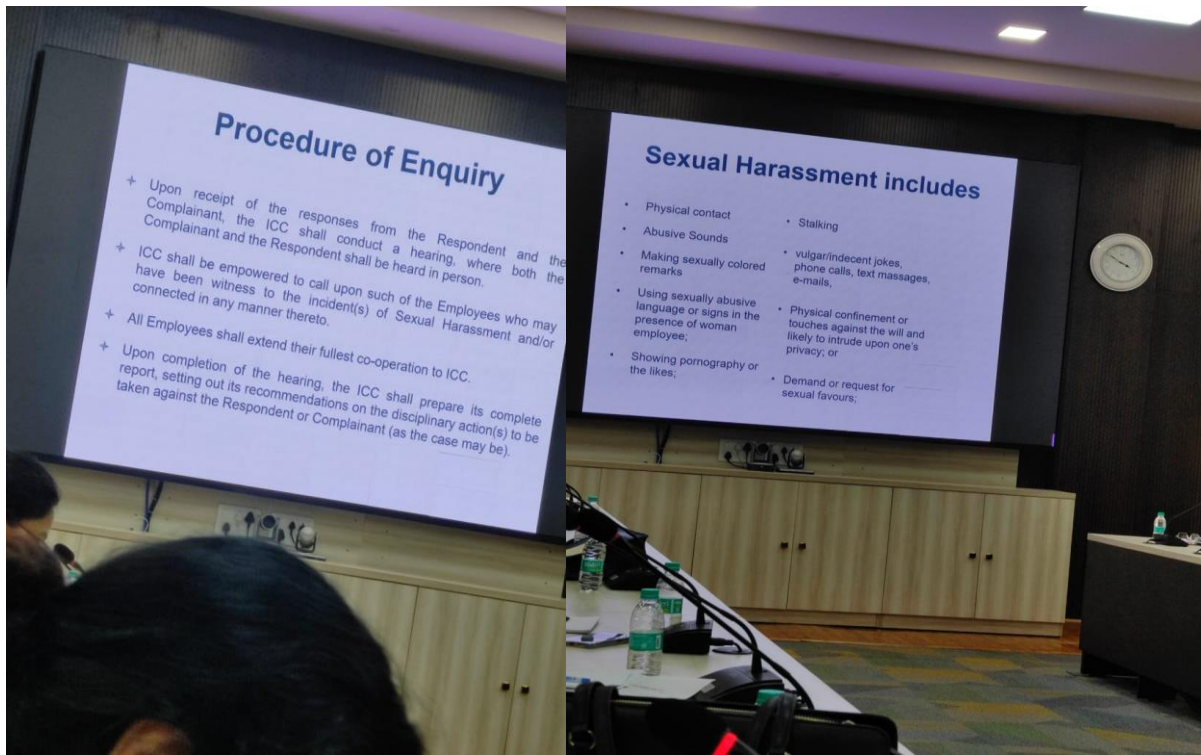
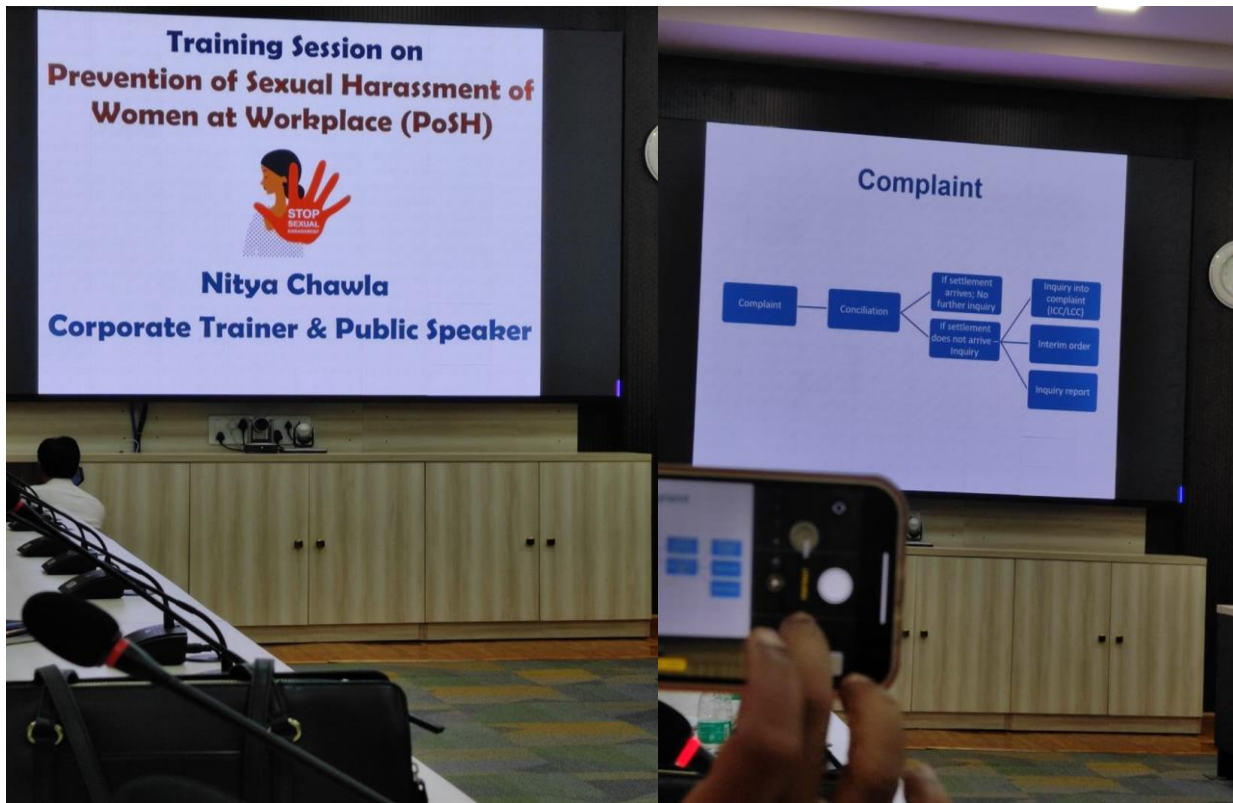


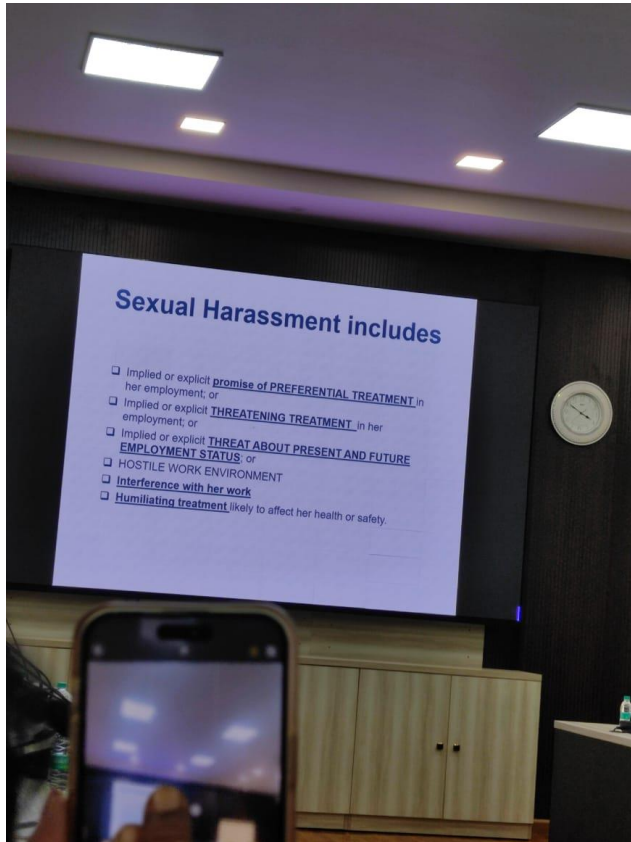
6. Awareness workshop at DM office

With the reference to the letter no.114/RA/2024 /DM office, Kanpur, Nagar, all the coordinators of ICC or representatives of important Govt. dept./higher education institutions, were invited to participate in a awareness workshop on PoSH.

On 4th March 2024 a workshop /training programme was called by Mr.Rakesh Kumar Singh Sir,DM Kanpur, at Naveen Sabhagar, aiyaghat,Kanpur on Prevention of Sexual Harassment of women at workplace(PoSH).In this meeting the representatives/coordinators of all the important Govt.dept./higher education institutions were invited to participate. It was a general awareness meeting to introduce the importance and relevance of PoSH Act and to constitute ICC in their respective departments.From our collehe Prof.Pramila Tripathi coordinator of ICC-SHW attended the meeting.

With the help of power point presentation Miss Nitya Chawla, Corporate Trainer and Public Speaker, introduced the Vishakha guidelines, ts history and Posh Act 2013.She elaborated the importance, its background and functioning of Posh Act.2013.According to DM Sir it was mandatory to constitute ICC at their respective departments as gender sensitization to ensure to the women their rightful place in society is one of the top priorities of the government. He also briefed the constitution of the ICC, and its functioning.

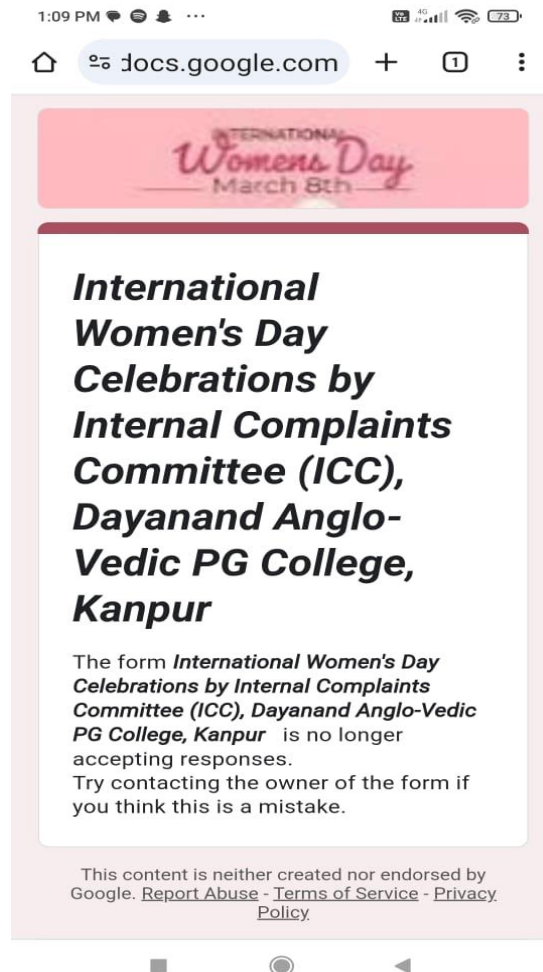




7. International Women's Day celebration

On 8th March, 2024 International Women's Day was celebrated by ICC-SHW by organizing an online quiz for the students, the link was

<https://forms.gle/jDGbvB3Hxyg6cDvUA>



7. Women awareness programme

On 23rd March, 2024 women awareness program on “Sexual harassment of women at workplace” was jointly organized by ICC-SHW and Dept. of sociology of our college in CL3 at 11:00 am onwards.

Madam ACP Archana Singh was the chief guest of the programme. Prof. Arun Kumar Dixit Sir, Principal DAV College welcomed the chief guest. Prof. Pramila Tripathi coordinator ICC-SHW introduced the importance and working of committee. The programme was attended by the Chief proctor Prof. Rajat Kumar Srivastava Sir, coordinator IQAC Prof. Pushpendra Kumar Tripathi Sir, Prof, Ramji Sir, Head Dept of Sociology, Committee members and female faculty members of the college. Comparing of the programme was done by Dr Pratibha Tripathi.





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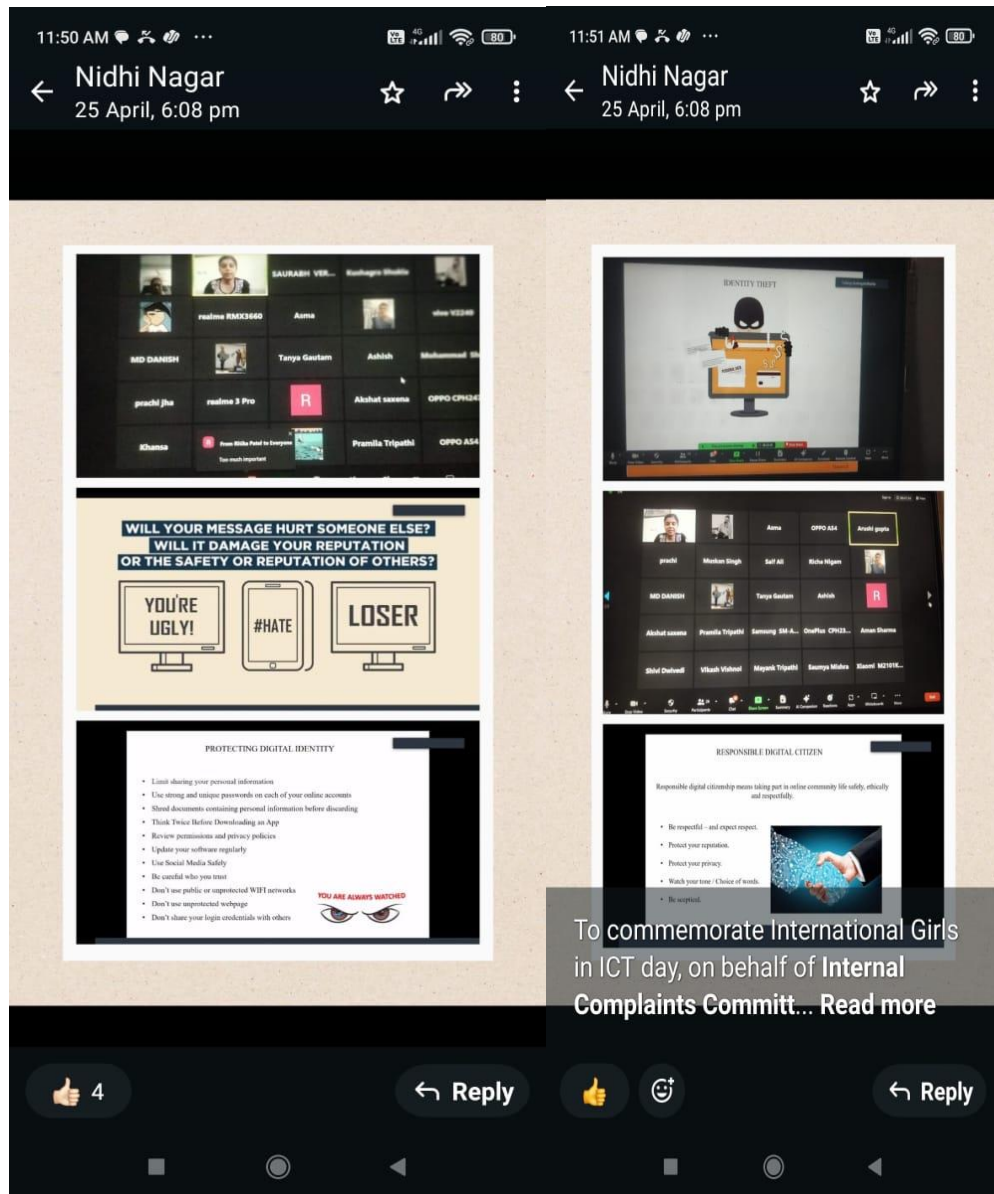
8. International Girls in ICT day celebration

To commemorate International Girls in ICT day, an on line session for students was conducted on April 25, 2024 by Dr.Nidhi Nagar on the theme Digital Skills for life. The session shared the meaning of digital identity, identity theft issues, cyberbullying, social media addiction and ways to become responsible digital citizens using THINK (is it True, Helpful, Inspiring, Necessary and kind) principle for safe Social Media Usage.

Zoom Meeting Link
<https://us02web.zoom.us/j/83566320881?pwd=Z3JGMTBoVW12WHZ6SzBVWk5PUTBWQT09>

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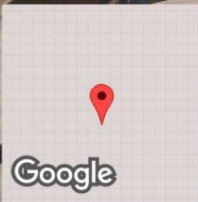
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9.A discussion on working women stress

On 22, July 2024 an interactive meeting on the topic “Working women are more stressed , due to pressure of making a balance between professional and personal lives ” with Honorable Principal Sir was held at 2 pm in CL3. Lady faculty members of the college shared their problems, regarding, reducing availability hours in college, need of choice option for exam duty, half leave facility and other problems. Principal Sir positively assured for each and every problem of

the ladies. He appreciated the active participation of women faculty members and suggested some healthy routine change to lessen the workplace stress.



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10. Committee members meeting

On 24th July, 2024, a meeting to discuss the activities to be organized in the session 2024-24 was conducted in the Department of Botany.

11. 1. Introduction of ICC-SHW to Students in the Induction Programme

In the induction programs for PG students of Arts (29th July 2024), Science (1.08.2024) and Commerce (21.08, 2024), the students were introduced with the ICC-SHW of the college. The students were introduced with the role of the committee to create awareness about sexual harassment and to deal with the recommended punishment for non-consensual acts of sexual harassment within the campus. The procedure for submission, enquiry and redressal of complaints by the ICC-SHW was also elaborated for students. Prof. Tripathi advised, the female

students of the college, to feel free to make a complaint against any unwanted act that is intended to outrage her dignity and modesty in college campus.

Number of grievances redressed to prove timely redressal of the grievances

Case 1. First case, ICC-SHW Case 1 was received and resolved in October, 2023. The case was resolved by following both the formal and informal methods. The final report was submitted to the employer ie. Secretary, Board of management, DAV College Kanpur.

Case 2. Second case, ICC-SHW Case 2 was received in June,2024. The case was resolved within a week by the committee by formal method.