



BENGAL SCHOOL OF TECHNOLOGY

Approved by Pharmacy Council of India, New Delhi

Affiliated to: Maulana Abul Kalam Azad University of Technology (MAKAUT) (Formerly known as West Bengal University of Technology) & West Bengal State Council of Technical and Vocational Education and Skill Development (WBSCT&VE&SD)

Accredited by NAAC with "A" Grade, Accredited by NBA for B. Pharm

Sugandha, Delhi Road, Near Chinsurah Railway Station, Dist: Hooghly-712 102, West Bengal

Estd: 2006

Date: 17.01.2025

BST Internal Compliance Committee:

In accordance to the letter No. 973-Edn. (CS)/10M-123/2019 dated 21.09.2021 of Deputy Secretary, Department of Higher Education, College sponsored branch, Govt. of West Bengal and the letter No. 174 (T)/cs dated 23.09.2021 of Directorate of Technical Education, Govt. of West Bengal and in compliance to the statutory provisions of prevention of Women's Sexual Harassment of women at workplace (prevention, prohibition and redressal) act 2013 (PoSH act 2013), an Internal Compliance Committee (ICC) of Bengal School of Technology, Sugandha, Delhi Road, near Chinsurah Railway station, District Hooghly, 712102, West Bengal is constituted with the following members:

Sl. No	Name	Designation	Contact No
1.	Dr. Paramita Dey	Coordinator	9051477424
2.	Dr. Saumya Das	Convenor	7981986126
3.	Mr Subinoy Bag	Member	6290677171
4.	Mrs. Purnima Matay	Member	9073944799
5.	Mrs. Sahana Mitra Secretary Dipta Angikar NGO Shrirampore	Member	8013323775
6.	Ms. Shreya Das	Student Member (M Pharm 2 nd year)	
7.	Student members from each class	Class representative	

Constituent:

- The ICC (Gender Sensitization Committee) is aimed to handle the prime concerns of discrimination, harassment and inequality on the issue of Gender.
- Care and caution is focused on the issues related to ICC for a smooth and healthy environment.
- ICC (under the PoSH act) is a body envisaged to receive complaints on sexual harassment from aggrieved women, as well as to enquire into and make recommendations to the employer on the action required pursuant to its enquiry of such complaint mode, and to ensure that the campus is free from any activities of discrimination, harassment, retaliation, and any form of sexual assault. As per the guidelines issued by Supreme Court of India, sexual harassment can be defined as unwelcome sexually determined behavior whether directly or by implication as
 - 1) Physical contact and advances
 - 2) Demand or request for sexual favor
 - 3) Making sexually colored remarks
 - 4) Showing pornography
 - 5) Any other unwelcome physical, verbal or non-verbal conduct of sexual nature

Roles and Responsibilities:

- Prime concern of ICC is to promote avenues of women empowerment
- Aim to implement programmes on awareness and consequences of Sexual-Harassment in work place and prevention of Outraging the Modesty of Woman employee at the workplace
- To convene meetings with all stakeholders to discuss on the issues related to ICC
- To adopt stringent measures in addressing the situation.
- To make consistent action for prevention, prohibition and redressal of complaint received regarding sexual harassment, gender discrimination of women employees



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- Prevent gender discrimination and sexual harassment by promoting gender sensitization among the students and employees
- Organize regular orientation and training programmes for the members of ICC with complaints, steer the process of settlement with conciliation etc, with sensitivity.
- Proactively move to curb all forms of harassments of employees and students
- To bring the guilty to book and initiate necessary proceedings as may be appropriate
- To treat Sexual Harassment as a misconduct under the Service Rules and initiate action for misconduct if the perpetrator is an employee
- Constantly keep a vigil on the internal processes to check the safety parameters for women workers so as to commit to a zero-tolerance policy towards sexual harassment.