



SRI KRISHNA DUTT ACADEMY

Recognized by NCTE & Affiliated to University of Lucknow









2D/HS-1, Vrindavan Yojna, Raibareilly Road, Lucknow, Ph. : 2443963, 7080111596

Minutes of Meeting - ICC Committee Session 2022-23

Date: 25.08.2022

Venue: Administrative Office

Members Present:

1. Dr. Manjari Shukla, Chairperson (Presiding Officer) 
2. Dr. Madhu Gupta, Member (Faculty) 
3. Ms. Madhu Rani Chawla, Member (Faculty) 
4. Ms. Prerana Verma, Member Secretary (Non-teaching employee) 
5. Ms. Manju kalia, Member (NGO Representative) 
6. Ms. Anugya Tiwari, Member (Student Nominee) 
7. Ms. Ireen Khan, Member (Student Nominee) 
8. Mr. Aditya Trivedi, Member (Student Nominee) 

Proceedings:

1. The meeting commenced at 3:00 pm with Dr. Manjari Shukla presiding as Chairperson.

2. Confirmation of Committee Formation:

- The Chairperson confirmed the composition of the ICC for the session 2022-23 as per the Office Order.

3. Review of Committee Responsibilities:

- The committee reviewed its responsibilities in accordance with UGC Regulations (2015) and the Sexual Harassment of Women at Workplace Act (2013).

- Emphasis was placed on the ICC's role in addressing sexual harassment complaints promptly and fairly.

4. Discussion on Procedures for Handling Complaints:

- Members discussed the procedure for handling complaints, including the preliminary inquiry process.

- It was reiterated that all complaints, including non-sexual harassment issues, should be appropriately referred.

5. Adherence to Legal and Regulatory Framework:


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- The committee reaffirmed its commitment to following the UGC Regulations (2015) and the Sexual Harassment Act (2013) in conducting inquiries.

- Penalties for false allegations were highlighted to ensure accountability and fairness.

6. Member Secretary's Role:

- Ms. Prerana Verma outlined her role in receiving written complaints and coordinating ICC deliberations.

- Confidentiality of complaints and timely submission of findings to the Principal were emphasized.

7. Definition and Examples of Sexual Harassment:

- The committee reviewed the definition of sexual harassment as per established guidelines.

- Examples of behaviors constituting sexual harassment were discussed to ensure clarity.

8. Actions Against Guilty Accused:

- Members discussed potential punitive actions against guilty parties based on the severity of the case.

- The range of actions included warnings, apologies, suspension, dismissal, or other relevant measures.

9. Support and Resources for Victims:

- The committee emphasized providing support and preventive measures in cases involving third parties.

- Resources such as the Sexual Harassment Electronic Box and other relevant documents were highlighted for reference.

10. Future Activities and Awareness Programs:

- Plans for conducting awareness programs and training sessions on sexual harassment prevention were discussed.

- Members were encouraged to promote a supportive environment for addressing concerns.

11. Adjournment:

- The meeting was adjourned at 4:30 pm by Dr. Manjari Shukla, Chairperson.

Approved by:

Dr. Manjari Shukla
Chairperson, ICC

Dr. Manjari Shukla
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Minutes of Meeting - ICC Committee Session 2022-23

Date: 22nd April, 2023

Venue: Administrative office

Members Present:

1. Dr. Manjari Shukla, Chairperson (Presiding Officer) *Manjari Shukla*
2. Dr. Madhu Gupta, Member (Faculty) *Madhu Gupta*
3. Ms. Madhu Rani Chawla, Member (Faculty) *Madhu Rani Chawla*
4. Ms. Prerana Verma, Member Secretary (Non-teaching employee) *Prerana*
5. Ms. Manju Kalia, Member (NGO Representative) *Manju Kalia*
6. Ms. Anugya Tiwari, Member (Student Nominee) *Anugya Tiwari*
7. Ms. Ireen Khan, Member (Student Nominee) *Ireen Khan*
8. Mr. Aditya Trivedi, Member (Student Nominee) *Aditya Trivedi*

Proceedings:

1. The meeting commenced at 3:00pm with Dr. Manjari Shukla presiding as Chairperson.
2. **Confirmation of Meeting Purpose:**
 - The Chairperson confirmed that the meeting was convened to review the activities and outcomes of the ICC for the year ending April 2023.
3. **Review of Activities:**
 - The committee reviewed all activities conducted during the year, including awareness programs, training sessions, and handling of complaints.
4. **Outcome Review:**
 - It was noted with satisfaction that no cases of sexual harassment were reported during the Session 2022-23, ending April 2023.
 - Members acknowledged the efforts made by all stakeholders in creating a harassment-free environment.
5. **Discussion on Preventive Measures:**
 - Members discussed the effectiveness of preventive measures implemented throughout the year.
 - Strategies for continuous improvement and future initiatives were deliberated upon.

Principal
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Raibareilly Road, Lucknow

6. Appreciation and Feedback:

- The Chairperson appreciated the dedication and proactive approach of the ICC members in fulfilling their responsibilities.
- Feedback from members on the functioning of the ICC and suggestions for improvement were welcomed.

7. Future Planning:

- Plans for ongoing awareness campaigns, training sessions, and policy reviews were discussed to maintain vigilance and awareness.

8. Next Steps:

- The committee agreed to continue monitoring and updating policies in accordance with UGC Regulations (2015) and the Sexual Harassment Act (2013).
- It was decided to schedule periodic reviews and evaluations to ensure compliance and effectiveness.

9. Closing Remarks:

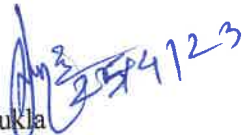
- The Chairperson thanked all members for their contributions and commitment to maintaining a safe and respectful workplace environment.

10. Adjournment:

- The meeting was adjourned at [insert time] by Dr. Manjari Shukla, Chairperson.

Approved by:

Dr. Manjari Shukla
Chairperson, ICC


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