

5.1.4

Annual report of the committee motioning the activities and number of grievances redressed to prove timely redressal of the grievances



TEHATTA SADANANDA MAHAVIDYALAYA

A WEST BENGAL STATE GOVERNMENT AIDED DEGREE COLLEGE

AFFILIATED TO THE UNIVERSITY OF BURDWAN

☀ ESTABLISHED – 2013 ☀

★ P.O – TEHATTA ★ DIST. – PURBA BARDHAMAN ★ PIN – 713122 ★

✉ tehatta.sadananda.mahavidyalay@gmail.com

TEHATTA SADANANDA MAHAVIDYALAYA

Tehatta, Purba Bardhaman, West Bengal



GRIVIENCE REDRESSAL CELL

ANNUAL REPORT

2018-2019

GRIEVANCES REDRESSAL CELL MEMBERS

Name of the Members	Post	Designation and Department	Necessary Links
Dr. Banibrata Goswami	Chairperson	T.I.C.	<ul style="list-style-type: none"> • The students can register their complaint through the given Mail-Id: tsm.greell@gmail.com • The students can register their complaint through Grievance Register Form (Available on College Website) • Online available link: https://forms.gle/aTxMY9VN6Gde9Nuv5
Dr. Alokanda Ghosh	Convener	Asst. Prof. Deptt. of Geography	
Dr. Pritam Das	Member	Asst. Prof. Deptt. of Education	
Dr. Anindya Mandal	Member	Asst. Prof. Deptt. of Mathematics	
Dr. Basanti Rani Bag	Member	Asst. Prof. Deptt. of Philosophy	
Achintya Mukherjee	Member	Cashier	
Santanu Bhattacharya	Member	NTS	



Grievance Redressal Policy

Protection of human rights is indispensable for holistic development of an individual's personality. To realize the primary needs of the students and staff and secure civil liberties for everybody, a Grievance Redressal Cell (GRC) has been constituted on September 27, 2021. The GRC of the college, constituted as per the 'Prevention, Prohibition and Redressal Act 2013', addresses any form of grievance from any stake-holder of the institution. Any stakeholder of the college can state their grievance regarding any academic and non-academic matter within the campus in person or through online or in grievance/ suggestion box. In case the person is reluctant to appear in self, he/she may file the grievance in writing and can directly sent through e-mail to the officer-in-charge or Principal or in alternatively dedicated mail-id.

Objectives:

The cell is trying to ensure a democratic environment in the campus by maintaining the following objectives.

- The GRC is there to uphold dignity of the college by ensuring cordial atmosphere within the campus premises and accustom all the mentor-mentee about their rights and duties.
- The cell directs all the students to respects every individual's right and dignity and keeps utmost patience whenever any strife arises.
- Building, strengthening and securing the student-student relationship is prime concern of the cell.
- The cell advises every teaching and non-teaching staff to be compassionate with the students who are trying to file the grievance and not to let them feel victimized.
- Encouraging the students to remain integrated and not to show any kinds of vindictive attitude towards anyone.
- The cell promotes zero tolerance on any kind of discrimination based on caste, creed, race and gender.
- Timely issuing of academic documents related to marksheet, transfer certificate, college leaving certificate, and library related issue and disobeying the predetermined norms are comes under the scope of GRC for further resolve.



- The decision thereafter been communicated to the complainant in writing or verbally whatever is rational then including any steps to be taken and a timeline for implementation.
- The committee even provides another option for the complainant to appeal the decision if they are not satisfied with the outcome
- The feedback is taken from the complainant on the resolution process and its effectiveness.
- The committee use to conduct awareness programs to educate students and staff about the grievance redressal process.

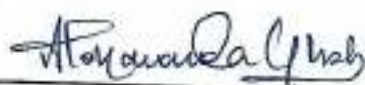
Necessary Links:

- The students can register their complaint through the given Mail-Id:
tsm.grcell@gmail.com
- The students can register their complaint through Grievance Register Form (Available on College Website)
- Online available link: <https://forms.gle/aTxMY9VN6Gde9Nuv5>

ACTION TAKEN REPORT (2018-2019)

In order to address the issues during the 2018-2019 session, the grievance redressal committee has taken a variety of initiatives.

1. It was discussed and resolved that the library facility would be enhanced with more new books (both text and reference) and it will regularize not only for college staff and students but for the village enthusiasts. The library would provide e-learning facility to the students and alumni too.
2. Student union formation was considered to be an important issue and that was resolved to be made as early as possible.
3. All the faculties were agreed on the fact that a new classroom will be allotted for girl's common room along with toilet and seek room facilities.
4. Because of the pandemic outbreak and sudden closure of all institution in a short notice, no such decision was taken regarding maintenance of regular teaching-learning activity. Therefore, through a



Convener



Principal
Tehatta Sadananda Mahavidyalaya
Tehatta, Purba Bardhaman



online meeting it was resolved that every department will set a particular departmental routine specially those are having honours course. For the general students a centralized routine will be followed.

5. Resolved that each department will submit semester wise study materials to the office and office will upload the study materials to the portal. At the same time seeing the emergency of the pandemic period the study materials have also been uploaded to the Google classroom of each department or faculty.


Convener


Principal
Tehatta Sadenanda Mahavidyalaya
Tehatta, Purba Bardhaman



TEHATTA SADANANDA MAHAVIDYALAYA

Tehatta, Purba Bardhaman, West Bengal



GRIVIENCE REDRESSAL CELL

ANNUAL REPORT

2019-2020

GRIEVANCES REDRESSAL CELL MEMBERS

Name of the Members	Post	Designation and Department	Mobile Number	Necessary Links
Dr. Banibrata Goswami	Chairperson	T.I.C.		<ul style="list-style-type: none"> • The students can register their complaint through the given Mail-Id: tsm.grcell@gmail.com • The students can register their complaint through Grievance Register Form (Available on College Website) • Online available link: https://forms.gle/aTxMY9VN6Gde9Nuv5
Dr. Alokanda Ghosh	Convener	Asst. Prof. Deptt. of Geography	8637093950	
Dr. Pritam Das	Member	Asst. Prof. Deptt. of Education	9832014343	
Dr. Anindya Mandal	Member	Asst. Prof. Deptt. of Mathematics	9153367650	
Dr. Basanti Rani Bag	Member	Asst. Prof. Deptt. of Philosophy	9051556632	
Sourav Ghosh	Member	SACT, Sanskrit Department	8001445425	
Hoimonti Banerjee	Member	SACT, Political Science Department	9434199477	
Sumit Nath	Member	SACT, Philosophy Department	8001308695	
Achintya Mukherjee	Member	Cashier	9434573304	
Santanu Bhattacharya	Member	NTS	9002788415	



Grievance Redressal Policy

Protection of human rights is indispensable for holistic development of an individual's personality. To realize the primary needs of the students and staff and secure civil liberties for everybody, a Grievance Redressal Cell (GRC) has been constituted on September 27, 2021. The GRC of the college, constituted as per the 'Prevention, Prohibition and Redressal Act 2013', addresses any form of grievance from any stake-holder of the institution. Any stakeholder of the college can state their grievance regarding any academic and non-academic matter within the campus in person or through online or in grievance/ suggestion box. In case the person is reluctant to appear in self, he/she may file the grievance in writing and can directly send through e-mail to the officer-in-charge or Principal or in alternatively dedicated mail-id.

Objectives:

The cell is trying to ensure a democratic environment in the campus by maintaining the following objectives.

- The GRC is there to uphold dignity of the college by ensuring cordial atmosphere within the campus premises and accustom all the mentor-mentee about their rights and duties.
- The cell directs all the students to respect every individual's right and dignity and keeps utmost patience whenever any strife arises.
- Building, strengthening and securing the student-student relationship is prime concern of the cell.
- The cell advises every teaching and non-teaching staff to be compassionate with the students who are trying to file the grievance and not to let them feel victimized.
- Encouraging the students to remain integrated and not to show any kinds of vindictive attitude towards anyone.
- The cell promotes zero tolerance on any kind of discrimination based on caste, creed, race and gender.



- Timely issuing of academic documents related to marksheet, transfer certificate, college leaving certificate, and library related issue and disobeying the predetermined norms are comes under the scope of GRC for further resolve.

Functions

- This cell will helps students to record their complaints through mail or in complain box or by filling form available on college website.
- The cell will address the complaint immediately after receiving from the end of stakeholder after reviewing the cases from all around.
- The cell assures the case to be resolved within stipulated timeframe decided by the committee meeting.

Grievance Redressal Mechanisms (GRM)

- Grievance Redressal Mechanisms (GRM) in colleges are structured processes designed to resolve complaints and issues raised by students, staff, or faculty members. A well-implemented GRM ensures that grievances are handled promptly, fairly, and transparently. Here is a typical structure for a grievance redressal mechanism in a college:
- Grievances can be submitted through various channels such as - online portals or email, suggestion/complaint boxes placed in various locations on campus, direct submission to committee members.
- To review and resolve grievances submitted by students or staff there is well structured grievance committee.
- Grievances should be documented, including the complainant's details, date of submission, and a detailed description of the issue.
- After screening or preliminary review to determine if the grievance is valid and within the committee's purview, the grievance is supposed to be addressed within a specified timeframe (e.g., 24-48 hours).
- The fact findings are usually done by collecting relevant information, interview involved parties, and review any supporting documents.
- Through the entire process maintaining confidentiality is the foremost principal.



- After the facts findings the committee should conduct a meeting to discuss the findings and decide on a resolution.
- The decision thereafter been communicated to the complainant in writing or verbally whatever is rational then including any steps to be taken and a timeline for implementation.
- The committee even provides another option for the complainant to appeal the decision if they are not satisfied with the outcome
- The feedback is taken from the complainant on the resolution process and its effectiveness.
- The committee use to conduct awareness programs to educate students and staff about the grievance redressal process.

Necessary Links:

- The students can register their complaint through the given Mail-Id:
tsm.grcell@gmail.com
- The students can register their complaint through Grievance Register Form (Available on College Website)
- Online available link: <https://forms.gle/aTxMY9VN6Gde9Nuv5>

ACTION TAKEN REPORT (2019-2020)

In order to address the issues during the 2019-2020 session, the grievance redressal committee has taken a variety of initiatives.

1. Seeing the prevailing condition of drinking water facility within the college premises, it was resolved to install a water purifier within the college premises.
2. Resolve that the head of the institution will take initiatives to talk to the president and local panachayet to mitigate the problems of inadequate transportation and will arrange student concession after negotiating with the auto and bus driver's union.

Ashwananda
CONVENER

Milajee
Principal
Tehatta Sadananda Mahavidyalaya
Tehatta, Purba Bardhaman



TEHATTA SADANANDA MAHAVIDYALAYA

Tehatta, Purba Bardhaman, West Bengal



GRIVIENCE REDRESSAL CELL

ANNUAL REPORT

2020-2021

GRIEVANCES REDRESSAL CELL MEMBERS

Name of the Members	Post	Designation and Department	Mobile Number	Necessary Links
Dr. Nilanjan De	Chairperson	Principal	9831278235	<ul style="list-style-type: none"> • The students can register their complaint through the given Mail-Id: tsm.greell@gmail.com • The students can register their complaint through Grievance Register Form (Available on College Website) • Online available link: https://forms.gle/aTxMY9VN6Gde9Nuv5
Dr. Alokanda Ghosh	Convener	Asst. Prof. Deptt. of Geography	8637093950	
Dr. Pritam Das	Member	Asst. Prof. Deptt. of Education	9832014343	
Dr. Anindya Mandal	Member	Asst. Prof. Deptt. of Mathematics	9153367650	
Dr. Basanti Rani Bag	Member	Asst. Prof. Deptt. of Philosophy	9051556632	
Sourav Ghosh	Member	SACT, Sanskrit Department	8001445425	
Haimonti Banerjee	Member	SACT, Political Science Department	9434199477	
Sumit Nath	Member	SACT, Philosophy Department	8001308695	
Achintya Mukherjee	Member	Cashier	9434573304	
Santanu Bhattacharya	Member	NTS	9002788415	


CONVENER


Principal
 Tehatta Sadananda Mahavidyalaya
 Tehatta, Purba Bardhaman



Grievance Redressal Policy

Protection of human rights is indispensable for holistic development of an individual's personality. To realize the primary needs of the students and staff and secure civil liberties for everybody, a Grievance Redressal Cell (GRC) has been constituted on September 27, 2021. The GRC of the college, constituted as per the 'Prevention, Prohibition and Redressal Act 2013', addresses any form of grievance from any stake-holder of the institution. Any stakeholder of the college can state their grievance regarding any academic and non-academic matter within the campus in person or through online or in grievance/ suggestion box. In case the person is reluctant to appear in self, he/she may file the grievance in writing and can directly send through e-mail to the officer-in-charge or Principal or in alternatively dedicated mail-id.

Objectives:

The cell is trying to ensure a democratic environment in the campus by maintaining the following objectives.

- The GRC is there to uphold dignity of the college by ensuring cordial atmosphere within the campus premises and accustom all the mentor-mentee about their rights and duties.
- The cell directs all the students to respect every individual's right and dignity and keeps utmost patience whenever any strife arises.
- Building, strengthening and securing the student-student relationship is prime concern of the cell.
- The cell advises every teaching and non-teaching staff to be compassionate with the students who are trying to file the grievance and not to let them feel victimized.
- Encouraging the students to remain integrated and not to show any kinds of vindictive attitude towards anyone.
- The cell promotes zero tolerance on any kind of discrimination based on caste, creed, race and gender.
- Timely issuing of academic documents related to marksheet, transfer certificate, college leaving certificate, and library related issue and disobeying the predetermined norms are comes under the scope of GRC for further resolve.



Functions

- This cell will help students to record their complaints through mail or in complain box or by filling form available on college website.
- The cell will address the complaint immediately after receiving from the end of stakeholder after reviewing the cases from all around.
- The cell assures the case to be resolved within stipulated timeframe decided by the committee meeting.

Grievance Redressal Mechanisms (GRM)

- Grievance Redressal Mechanisms (GRM) in colleges are structured processes designed to resolve complaints and issues raised by students, staff, or faculty members. A well-implemented GRM ensures that grievances are handled promptly, fairly, and transparently. Here is a typical structure for a grievance redressal mechanism in a college:
- Grievances can be submitted through various channels such as - online portals or email, suggestion/complaint boxes placed in various locations on campus, direct submission to committee members.
- To review and resolve grievances submitted by students or staff there is well structured grievance committee.
- Grievances should be documented, including the complainant's details, date of submission, and a detailed description of the issue.
- After screening or preliminary review to determine if the grievance is valid and within the committee's purview, the grievance is supposed to be addressed within a specified timeframe (e.g., 24-48 hours).
- The fact findings are usually done by collecting relevant information, interview involved parties, and review any supporting documents.
- Through the entire process maintaining confidentiality is the foremost principal.
- After the facts findings the committee should conduct a meeting to discuss the findings and decide on a resolution.



- The decision thereafter been communicated to the complainant in writing or verbally whatever is rational then including any steps to be taken and a timeline for implementation.
- The committee even provides another option for the complainant to appeal the decision if they are not satisfied with the outcome
- The feedback is taken from the complainant on the resolution process and its effectiveness.
- The committee use to conduct awareness programs to educate students and staff about the grievance redressal process.

Necessary Links:

- The students can register their complaint through the given Mail-Id:
tsm.grcell@gmail.com
- The students can register their complaint through Grievance Register Form (Available on College Website)
- Online available link: <https://forms.gle/aTxMY9VN6Gde9Nuv5>

ACTION TAKEN REPORT (2020-2021)

In order to address the issues during the 2020-2021 session, the grievance redressal committee has taken a variety of initiatives.

1. Decision was made on the interactive session organized for the first and third semester students in room no. 206 regarding their complaint on the inadequate transportation facility. The session of 1 hour was meant to address the inconsistent attendance of the students in presence of the student union and college president. It was resolved that an application to the BDO would be placed on requesting a bus facility from the nearest station Boinchi to college. Along with a meeting of negotiation was planned between the auto-union and college to grant the students few concessions.
2. To arrange canteen facility in the college, the authority has offered few women of the adopted village, those are no into any money earning occupation. A group of three women has accepted the offer and agreed to open a canteen in the college to serve the students and faculties from 11am to 5pm in minimal cost. The authority has decided opportune them.

Alokavandana Ghosh

CONVENER

Ujjayanti De

Principal
Tehatta Sadananda Mahavidyalaya
Tehatta, Purba Bardhaman



TEHATTA SADANANDA MAHAVIDYALAYA

Tehatta, Purba Bardhaman, West Bengal



GRIVIENCE REDRESSAL CELL

ANNUAL REPORT

2021-2022

GRIEVANCES REDRESSAL CELL MEMBERS

Name of the Members	Post	Designation and Department	Mobile Number	Necessary Links
Dr. Nilanjan De	Chairperson	Principal	9831278235	<ul style="list-style-type: none"> • The students can register their complaint through the given Mail-Id: tsm.grcell@gmail.com • The students can register their complaint through Grievance Register Form (Available on College Website) • Online available link: https://forms.gle/aTxMY9VN6Gde9Nuv5
Dr. Alokanda Ghosh	Convener	Asst. Prof. Deptt. of Geography	8637093950	
Dr. Pritam Das	Member	Asst. Prof. Deptt. of Education	9832014343	
Dr. Anindya Mandal	Member	Asst. Prof. Deptt. of Mathematics	9153367650	
Dr. Basanti Rani Bag	Member	Asst. Prof. Deptt. of Philosophy	9051556632	
Sourav Ghosh	Member	SACT, Sanskrit Department	8001445425	
Haimonti Banerjee	Member	SACT, Political Science Department	9434199477	
Sumit Nath	Member	SACT, Philosophy Department	8001308695	
Achintya Mukherjee	Member	Cashier	9434573304	
Santanu Bhattacharya	Member	NTS	9002788415	

Alokanda Ghosh

CONVENER

Nilanjan De

Principal
Tehatta Sadananda Mahavidyalaya
Tehatta, Purba Bardhaman



Grievance Redressal Policy

Protection of human rights is indispensable for holistic development of an individual's personality. To realize the primary needs of the students and staff and secure civil liberties for everybody, a Grievance Redressal Cell (GRC) has been constituted on September 27, 2021. The GRC of the college, constituted as per the 'Prevention, Prohibition and Redressal Act 2013', addresses any form of grievance from any stake-holder of the institution. Any stakeholder of the college can state their grievance regarding any academic and non- academic matter within the campus in person or through online or in grievance/ suggestion box. In case the person is reluctant to appear in self, he/she may file the grievance in writing and can directly sent through e-mail to the officer-in-charge or Principal or in alternatively dedicated mail-id.

Objectives:

The cell is trying to ensure a democratic environment in the campus by maintaining the following objectives.

- The GRC is there to uphold dignity of the college by ensuring cordial atmosphere within the campus premises and accustom all the mentor-mentee about their rights and duties.
- The cell directs all the students to respects every individual's right and dignity and keeps utmost patience whenever any strife arises.
- Building, strengthening and securing the student-student relationship is prime concern of the cell.
- The cell advises every teaching and non-teaching staff to be compassionate with the students who are trying to file the grievance and not to let them feel victimized.
- Encouraging the students to remain integrated and not to show any kinds of vindictive attitude towards anyone.
- The cell promotes zero tolerance on any kind of discrimination based on caste, creed, race and gender.



- Timely issuing of academic documents related to marksheet, transfer certificate, college leaving certificate, and library related issue and disobeying the predetermined norms are comes under the scope of GRC for further resolve.

Functions

- This cell will helps students to record their complaints through mail or in complain box or by filling form available on college website.
- The cell will address the complaint immediately after receiving from the end of stakeholder after reviewing the cases from all around.
- The cell assures the case to be resolved within stipulated timeframe decided by the committee meeting.

Grievance Redressal Mechanisms (GRM)

- Grievance Redressal Mechanisms (GRM) in colleges are structured processes designed to resolve complaints and issues raised by students, staff, or faculty members. A well-implemented GRM ensures that grievances are handled promptly, fairly, and transparently. Here is a typical structure for a grievance redressal mechanism in a college:
- Grievances can be submitted through various channels such as - online portals or email, suggestion/complaint boxes placed in various locations on campus, direct submission to committee members.
- To review and resolve grievances submitted by students or staff there is well structured grievance committee.
- Grievances should be documented, including the complainant's details, date of submission, and a detailed description of the issue.
- After screening or preliminary review to determine if the grievance is valid and within the committee's purview, the grievance is supposed to be addressed within a specified timeframe (e.g., 24-48 hours).
- The fact findings are usually done by collecting relevant information, interview involved parties, and review any supporting documents.
- Through the entire process maintaining confidentiality is the foremost principal.



- After the facts findings the committee should conduct a meeting to discuss the findings and decide on a resolution.
- The decision thereafter been communicated to the complainant in writing or verbally whatever is rational then including any steps to be taken and a timeline for implementation.
- The committee even provides another option for the complainant to appeal the decision if they are not satisfied with the outcome
- The feedback is taken from the complainant on the resolution process and its effectiveness.
- The committee use to conduct awareness programs to educate students and staff about the grievance redressal process.

Necessary Links:

- The students can register their complaint through the given Mail-Id:
tsm.grcell@gmail.com
- The students can register their complaint through Grievance Register Form (Available on College Website)
- Online available link: <https://forms.gle/aTxMY9VN6Gde9Nuv5>

ACTION TAKEN REPORT (2021-2022)

In order to address the issues during the 2021-2022 session, the grievance redressal committee has taken a variety of initiatives.

1. To facilitate the students and staff with e-learning facilities, it has resolved to increase the internet speed in provision of router. Two routers have decided to install in office and new academic building respectively.
2. It was decided to construct more student toilets for the students. The sweeper and cleaning staff were instructed to clean the toilets atleast once a week.

Atchannanda Ghosh
CONVENER

Milajit
Principal
Tehatta Sadananda Mahavidyalaya
Tehatta, Purba Bardhaman



TEHATTA SADANANDA MAHAVIDYALAYA

Tehatta, Purba Bardhaman, West Bengal



GRIVIENCE REDRESSAL CELL

ANNUAL REPORT

2022-2023

GRIEVANCES REDRESSAL CELL MEMBERS

Name of the Members	Post	Designation and Department	Mobile Number	Necessary Links
Dr. Nilanjan De	Chairperson	Principal	9831278235	<ul style="list-style-type: none"> • The students can register their complaint through the given Mail-Id: tsm.grcell@gmail.com • The students can register their complaint through Grievance Register Form (Available on College Website) • Online available link: https://forms.gle/aTxMY9VN6Gde9Nuv5
Dr. Alokanda Ghosh	Convener	Asst. Prof. Deptt. of Geography	8637093950	
Dr. Pritam Das	Member	Asst. Prof. Deptt. of Education	9832014343	
Dr. Anindya Mandal	Member	Asst. Prof. Deptt. of Mathematics	9153367650	
Dr. Basanti Rani Bag	Member	Asst. Prof. Deptt. of Philosophy	9051556632	
Sourav Ghosh	Member	SACT, Sanskrit Department	8001445425	
Haimonti Banerjee	Member	SACT, Political Science Department	9434199477	
Sumit Nath	Member	SACT, Philosophy Department	8001308695	
Achintya Mukherjee	Member	Cashier	9434573304	
Santanu Bhattacharya	Member	NTS	9002788415	


CONVENER





Principal
 Tejheta Sadasanda Mahavidyalaya
 Tejheta, Purba Bardhaman

Grievance Redressal Policy

Protection of human rights is indispensable for holistic development of an individual's personality. To realize the primary needs of the students and staff and secure civil liberties for everybody, a Grievance Redressal Cell (GRC) has been constituted on September 27, 2021. The GRC of the college, constituted as per the 'Prevention, Prohibition and Redressal Act 2013', addresses any form of grievance from any stake-holder of the institution. Any stakeholder of the college can state their grievance regarding any academic and non-academic matter within the campus in person or through online or in grievance/ suggestion box. In case the person is reluctant to appear in self, he/she may file the grievance in writing and can directly send through e-mail to the officer-in-charge or Principal or in alternatively dedicated mail-id.

Objectives:

The cell is trying to ensure a democratic environment in the campus by maintaining the following objectives.

- The GRC is there to uphold dignity of the college by ensuring cordial atmosphere within the campus premises and accustom all the mentor-mentee about their rights and duties.
- The cell directs all the students to respect every individual's right and dignity and keeps utmost patience whenever any strife arises.
- Building, strengthening and securing the student-student relationship is prime concern of the cell.
- The cell advises every teaching and non-teaching staff to be compassionate with the students who are trying to file the grievance and not to let them feel victimized.
- Encouraging the students to remain integrated and not to show any kinds of vindictive attitude towards anyone.
- The cell promotes zero tolerance on any kind of discrimination based on caste, creed, race and gender.



- Timely issuing of academic documents related to marksheet, transfer certificate, college leaving certificate, and library related issue and disobeying the predetermined norms are comes under the scope of GRC for further resolve.

Functions

- This cell will helps students to record their complaints through mail or in complain box or by filling form available on college website.
- The cell will address the complaint immediately after receiving from the end of stakeholder after reviewing the cases from all around.
- The cell assures the case to be resolved within stipulated timeframe decided by the committee meeting.

Grievance Redressal Mechanisms (GRM)

- Grievance Redressal Mechanisms (GRM) in colleges are structured processes designed to resolve complaints and issues raised by students, staff, or faculty members. A well-implemented GRM ensures that grievances are handled promptly, fairly, and transparently. Here is a typical structure for a grievance redressal mechanism in a college:
- Grievances can be submitted through various channels such as - online portals or email, suggestion/complaint boxes placed in various locations on campus, direct submission to committee members.
- To review and resolve grievances submitted by students or staff there is well structured grievance committee.
- Grievances should be documented, including the complainant's details, date of submission, and a detailed description of the issue.
- After screening or preliminary review to determine if the grievance is valid and within the committee's purview, the grievance is supposed to be addressed within a specified timeframe (e.g., 24-48 hours).
- The fact findings are usually done by collecting relevant information, interview involved parties, and review any supporting documents.
- Through the entire process maintaining confidentiality is the foremost principal.



- After the facts findings the committee should conduct a meeting to discuss the findings and decide on a resolution.
- The decision thereafter been communicated to the complainant in writing or verbally whatever is rational then including any steps to be taken and a timeline for implementation.
- The committee even provides another option for the complainant to appeal the decision if they are not satisfied with the outcome
- The feedback is taken from the complainant on the resolution process and its effectiveness.
- The committee use to conduct awareness programs to educate students and staff about the grievance redressal process.

Necessary Links:

- The students can register their complaint through the given Mail-Id:
tsm.grcell@gmail.com
- The students can register their complaint through Grievance Register Form (Available on College Website)
- Online available link: <https://forms.gle/aTxMY9VN6Gde9Nuv5>

ACTION TAKEN REPORT (2022-2023)

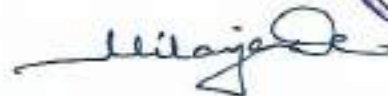
In order to address the issues during the 2022-2023 session, the grievance redressal committee has taken a variety of initiatives.

1. It was resolved to install cooler come water purifier in every academic building and decided to clean the water purifier regularly.
2. In order to provide common room facility to the girls students, the committee decided to allot room no. B.101 as common room.
3. Discussion resolved that the library would be enhanced its facility with e-learning facility, e-materials and departments of the college would be instructed to give list of more library books.



4. It has been resolved to that the geography laboratory would be equipped with more computer facility. The students were asked to seat with respective departmental teachers along with HOD of the dept to list down their demand for further action to be taken.
5. It was discussed that until the laboratory is being equipped with new computer, the students should carry their own laptop (those who have) and the teachers are doing their level best to in taking practical classes based on computers.
6. It was advised to all the staff of the college to support geography department in their computer based practical examination by providing their laptop.
7. The department was asked to place a list of equipment needed to resolve the present inconvenience for the practical class.
8. The department has discussed with the principal to construct a soil laboratory separately for the department.


CONVENER



Principal
Tehatta Sadananda Mahavidyalaya
Tehatta, Purba Bardhaman



ANTI-RAGGING COMMITTEE

ANNUAL REPORT 2018-2019



TEHATTA SADANANDA MAHAVIDYALAYA
TEHATTA, PURBA BARDHAMAN
WEST BENGAL, INDIA
PIN - 713122



ANTI-RAGGING COMMITTEE: 2018 – 2019

The anti- ragging committee is one of the key committees established to provide healthy and sound atmosphere, while pursuing educational aims and objectives. The anti-ragging committee displayed on college website and also on notice board.

In the beginning of the session, The Principal addressed to newly admitted students. The provision of the anti-nagging circular was described in details and the punishment meant for the offence is highlighted. And staff members also guide to newly admitted students in their respective classes. Similarly the committee constitute for women's empowerment also organized several programmes to spread awareness regarding their health issues and laws specially meant for them against gender discrimination, Women's rights, etc.

As a result of this no single complaint regarding is received by the committee. However awareness campaign about ragging is the regular practice in the campus

Anti-Ragging Committee members list

Sl. No.	Members	Capacity
1	Dr. Pritam Das, Teacher-In-Charge	Chair Person & Convener
2	Abu Toyab Sk, Assistant Professor in History	Member
3	Dr. Anindya Mandal, Assistant Professor in Mathematics	Member
4	Dr. Alokanda Ghosh, Assistant Professor in Geography	Member
5	Ms. Basanti Rani Bag, Assistant Professor in Philosophy	Member



To ensure a conducive academic atmosphere for newly joined students in college premises the measures have been discussed in the Anti-Ragging Committee meeting.

Number of Meeting Conducted	02
1 st Meeting Date	20.08.2018
2 nd Meeting Date	25.05.2019

1. As per the discussions in the meeting held on said dates, the following measures have been taken
2. In addition to the Anti-Ragging squad team, separate vigilance teams were also formed. These vigilance teams have visited Boys and Girls common rooms, cycle parking area etc. during Lunch break.
3. At the beginning of the academic year, as per our regular practice, anti-ragging committee arranges a seminar cum workshop about anti-ragging awareness among students. The main points of the seminar are following below -
 - What Constitute ragging
 - The legal consequences of ragging
 - The revised procedure for filing online Anti-Ragging affidavit
 - Guidance to students in case of ragging
4. The Anti – Ragging posters were displayed in all prominent places such as Classrooms and campus area.
5. A workshop on anti-ragging awareness for college students was organized on 28.08.2018 at 01 p.m. Dr. Ruchira Chanda, Assistant Professor in Bengali was the speaker of the program.

Effective involvement of Anti-Ragging Committee, Anti-Ragging Squad members, and all staff, and the measures taken in providing safety and comfort to the newly joined students has ensured homely and friendly atmosphere for the students to pursue their studies maintaining "Tehatta Sadananda Mahavidyalaya" campus 'RAGGING FREE'. It is worthwhile to place on record that ZERO CASSES of ragging is reported in the campus for the academic year 2018-19.


CONVENER




Principal
Tehatta Sadananda Mahavidyalaya
Tehatta, Purba Bardhaman

ANTI-RAGGING COMMITTEE

ANNUAL REPORT 2019-2020



TEHATTA SADANANDA MAHAVIDYALAYA
TEHATTA, PURBA BARDHAMAN
WEST BENGAL, INDIA
PIN - 713122



ANTI-RAGGING COMMITTEE: 2019 – 2020

The anti- ragging committee is one of the key committees established to provide healthy and sound atmosphere, while pursuing educational aims and objectives. The anti-ragging committee displayed on college website and also on notice board.

In the beginning of the session, The Principal addressed to newly admitted students. The provision of the anti-nagging circular was described in details and the punishment meant for the offence is highlighted. And staff members also guide to newly admitted students in their respective classes. Similarly the committee constitute for women's empowerment also organized several programmes to spread awareness regarding their health issues and laws specially meant for them against gender discrimination, Women's rights, etc.

As a result of this no single complaint regarding is received by the committee. However awareness campaign about ragging is the regular practice in the campus

Anti-Ragging Committee members list

Sl. No.	Members	Capacity
1	Dr. Banibrata Goswami, Teacher-In-Charge	Chair Person
2	Dr. Pritam Das, Assistant Professor in Education	Convener
3	Dr. Anindya Mandal, Assistant Professor in Mathematics	Member
4	Dr. Alokanda Ghosh, Assistant Professor in Geography	Member
5	Mr. Suman Ghosh, SACT, Bengali	Member
6	Mr. Anjan Kumar, SACT, Education	Member
7	Ms. Susmita Mandal, SACT, Philosophy	Member



To ensure a conducive academic atmosphere for newly joined students in college premises the measures have been discussed in the Anti-Ragging Committee meeting.

Number of Meeting Conducted	02
1 st Meeting Date	14.08.2019
2 nd Meeting Date	18.05.2020

1. As per the discussions in the meeting held on said dates, the following measures have been taken
2. In addition to the Anti-Ragging squad team, separate vigilance teams were also formed. These vigilance teams have visited Boys and Girls common rooms, cycle parking area etc. during Lunch break.
3. At the beginning of the academic year, as per our regular practice, anti-ragging committee arranges a seminar cum workshop about anti-ragging awareness among students. The main points of the seminar are following below -
 - What Constitute ragging
 - The legal consequences of ragging
 - The revised procedure for filing online Anti-Ragging affidavit
 - Guidance to students in case of ragging
4. The Anti – Ragging posters were displayed in all prominent places such as Classrooms and campus area.
5. A workshop on anti-ragging awareness among college students was organized on 09.08.2019 at 01 p.m. Dr. Pritam Das, Assistant Professor in Education was the speaker of the program.

Effective involvement of Anti-Ragging Committee, Anti-Ragging Squad members, and all staff, and the measures taken in providing safety and comfort to the newly joined students has ensured homely and friendly atmosphere for the students to pursue their studies maintaining "Tehatta Sadananda Mahavidyalaya" campus 'RAGGING FREE'. It is worthwhile to place on record that ZERO CASSES of ragging is reported in the campus for the academic year 2019-20.


CONVENER




Principal
Tehatta Sadananda Mahavidyalaya
Tehatta, Purba Bardhaman

ANTI-RAGGING COMMITTEE

ANNUAL REPORT 2020-2021



**TEHATTA SADANANDA MAHAVIDYALAYA
TEHATTA, PURBA BARDHAMAN
WEST BENGAL, INDIA
PIN - 713122**



ANTI-RAGGING COMMITTEE: 2020 – 2021

The anti-ragging committee is one of the key committees established to provide healthy and sound atmosphere, while pursuing educational aims and objectives. The anti-ragging committee displayed on college website and also on notice board.

In the beginning of the session, The Principal addressed to newly admitted students. The provision of the anti-ragging circular was described in details and the punishment meant for the offence is highlighted. And staff members also guide to newly admitted students in their respective classes. Similarly the committee constitute for women's empowerment also organized several programmes to spread awareness regarding their health issues and laws specially meant for them against gender discrimination, Women's rights, etc.

As a result of this no single complaint regarding is received by the committee. However awareness campaign about ragging is the regular practice in the campus

Anti-Ragging Committee members list

Sl. No.	Members	Capacity
1	Dr. Nilanjan De, Principal	Chair Person
2	Dr. Pritam Das, Assistant Professor in Education	Convener
3	Abu Toyab Sk, Assistant Professor in History	Member
4	Dr. Anindya Mandal, Assistant Professor in Mathematics	Member
5	Dr. Alokanda Ghosh, Assistant Professor in Geography	Member
6	Mr. Suman Ghosh, SACT, Bengali	Member
7	Mr. Anjan Kumar, SACT, Education	Member
8	Ms. Susmita Mandal, SACT, Philosophy	Member



To ensure a conducive academic atmosphere for newly joined students in college premises the measures have been discussed in the Anti-Ragging Committee meeting.

Number of Meeting Conducted	02
1 st Meeting Date	10.08.2020
2 nd Meeting Date	18.05.2021

1. As per the discussions in the meeting held on said dates, the following measures have been taken
2. In addition to the Anti-Ragging squad team, separate vigilance teams were also formed. These vigilance teams have visited Boys and Girls common rooms, cycle parking area etc. during Lunch break.
3. At the beginning of the academic year, as per our regular practice, anti-ragging committee arranges a seminar cum workshop about anti-ragging awareness among students. The main points of the seminar are following below -
 - What Constitute ragging
 - The legal consequences of ragging
 - The revised procedure for filing online Anti-Ragging affidavit
 - Guidance to students in case of ragging
4. The Anti – Ragging posters were displayed in all prominent places such as Classrooms and campus area.
5. A workshop on anti-ragging awareness among college students was organized on 11.09.2020 at 01 p.m. Dr. Anindya Mandal, Assistant Professor in Mathematics was the speaker of the program. The programme was conducted on an online platform (Google meet) for COVID – 19 pandemic situations.

Effective involvement of Anti-Ragging Committee, Anti-Ragging Squad members, and all staff, and the measures taken in providing safety and comfort to the newly joined students has ensured homely and friendly atmosphere for the students to pursue their studies maintaining "Tehatta Sadananda Mahavidyalaya" campus 'RAGGING FREE'. It is worthwhile to place on record that ZERO CASSES of ragging is reported in the campus for the academic year 2020-21.


CONVENER




Principal
Tehatta Sadananda Mahavidyalaya
Tehatta, Purba Bardhaman

ANTI-RAGGING COMMITTEE

ANNUAL REPORT 2021-2022



TEHATTA SADANANDA MAHAVIDYALAYA
TEHATTA, PURBA BARDHAMAN
WEST BENGAL, INDIA
PIN - 713122



ANTI-RAGGING COMMITTEE: 2021 – 2022

The anti-ragging committee is one of the key committees established to provide healthy and sound atmosphere, while pursuing educational aims and objectives. The anti-ragging committee displayed on college website and also on notice board.

In the beginning of the session, The Principal addressed to newly admitted students. The provision of the anti-ragging circular was described in details and the punishment meant for the offence is highlighted. And staff members also guide to newly admitted students in their respective classes. Similarly the committee constitute for women's empowerment also organized several programmes to spread awareness regarding their health issues and laws specially meant for them against gender discrimination, Women's rights, etc.

As a result of this no single complaint regarding is received by the committee. However awareness campaign about ragging is the regular practice in the campus

Anti-Ragging Committee members list

Sl. No.	Members	Capacity
1	Dr. Nilanjan De, Principal	Chair Person
2	Dr. Pritam Das, Assistant Professor in Education	Convener
3	Abu Toyab Sk, Assistant Professor in History	Member
4	Dr. Anindya Mandal, Assistant Professor in Mathematics	Member
5	Dr. Alokanda Ghosh, Assistant Professor in Geography	Member
6	Mr. Suman Ghosh, SACT, Bengali	Member
7	Mr. Anjan Kumar, SACT, Education	Member
8	Ms. Susmita Mandal, SACT, Philosophy	Member



To ensure a conducive academic atmosphere for newly joined students in college premises the measures have been discussed in the Anti-Ragging Committee meeting.

Number of Meeting Conducted	02
1 st Meeting Date	10.08.2021
2 nd Meeting Date	10.05.2022

1. As per the discussions in the meeting held on said dates, the following measures have been taken
2. In addition to the Anti-Ragging squad team, separate vigilance teams were also formed. These vigilance teams have visited Boys and Girls common rooms, cycle parking area etc. during Lunch break.
3. At the beginning of the academic year, as per our regular practice, anti-ragging committee arranges a seminar cum workshop about anti-ragging awareness among students. The main points of the seminar are following below -
 - What Constitute ragging
 - The legal consequences of ragging
 - The revised procedure for filing online Anti-Ragging affidavit
 - Guidance to students in case of ragging
4. The Anti – Ragging posters were displayed in all prominent places such as Classrooms and campus area.
5. A workshop on anti-ragging awareness among college students was organized on 17.09.2021 at 04 p.m. The Principal, Dr. Nilanjan De, Assistant Professor in Mathematics was the speaker of the program. The programme was conducted on an online platform (Google meet) for COVID – 19 pandemic situations.

Effective involvement of Anti-Ragging Committee, Anti-Ragging Squad members, and all staff, and the measures taken in providing safety and comfort to the newly joined students has ensured homely and friendly atmosphere for the students to pursue their studies maintaining "Tehatta Sadananda Mahavidyalaya" campus 'RAGGING FREE'. It is worthwhile to place on record that ZERO CASSES of ragging is reported in the campus for the academic year 2021-22.


CONVENER




Principal
Tehatta Sadananda Mahavidyalaya
Tehatta, Purba Bardhaman

ANTI-RAGGING COMMITTEE

ANNUAL REPORT 2022-2023



**TEHATTA SADANANDA MAHAVIDYALAYA
TEHATTA, PURBA BARDHAMAN
WEST BENGAL, INDIA
PIN - 713122**



ANTI-RAGGING COMMITTEE: 2022 – 2023

The anti-ragging committee is one of the key committees established to provide healthy and sound atmosphere, while pursuing educational aims and objectives. The anti-ragging committee displayed on college website and also on notice board.

In the beginning of the session, The Principal addressed to newly admitted students. The provision of the anti-ragging circular was described in details and the punishment meant for the offence is highlighted. And staff members also guide to newly admitted students in their respective classes. Similarly the committee constitute for women's empowerment also organized several programmes to spread awareness regarding their health issues and laws specially meant for them against gender discrimination, Women's rights, etc.

As a result of this no single complaint regarding is received by the committee. However awareness campaign about ragging is the regular practice in the campus

Anti-Ragging Committee members list

Sl. No.	Members	Capacity
1	Dr. Nilanjan De, Principal	Chair Person
2	Dr. Pritam Das, Assistant Professor in Education	Convener
3	Abu Toyab Sk, Assistant Professor in History	Member
4	Dr. Anindya Mandal, Assistant Professor in Mathematics	Member
5	Dr. Alokanda Ghosh, Assistant Professor in Geography	Member
6	Mr. Suman Ghosh, SACT, Bengali	Member
7	Mr. Anjan Kumar, SACT, Education	Member
8	Ms. Susmita Mandal, SACT, Philosophy	Member



To ensure a conducive academic atmosphere for newly joined students in college premises the measures have been discussed in the Anti-Ragging Committee meeting.

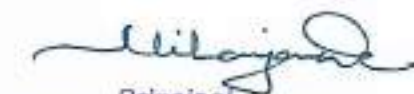
Number of Meeting Conducted	02
1 st Meeting Date	24.08.2021
2 nd Meeting Date	10.05.2023

1. As per the discussions in the meeting held on said dates, the following measures have been taken
2. In addition to the Anti-Ragging squad team, separate vigilance teams were also formed. These vigilance teams have visited Boys and Girls common rooms, cycle parking area etc. during Lunch break.
3. At the beginning of the academic year, as per our regular practice, anti-ragging committee arranges a seminar cum workshop about anti-ragging awareness among students. The main points of the seminar are following below -
 - What Constitute ragging
 - The legal consequences of ragging
 - The revised procedure for filing online Anti-Ragging affidavit
 - Guidance to students in case of ragging
4. The Anti – Ragging posters were displayed in all prominent places such as Classrooms and campus area.
5. A workshop on anti-ragging awareness among college students was organized on 21.10.2022 at 1.30 p.m. The Principal, Dr. Nilanjan De, Assistant Professor in Mathematics was the speaker of the program. After the COVID – 19 pandemic situations this year the awareness programme was conducted again offline mode at college smart classrooms (Room no. 206, Block - A).
6. A webinar on anti-ragging awareness among college students was organized on 28.06.2023 at 03.00 p.m. Retd. Prof. Sanat Kumar Ghosh, Professor in Education was the speaker of the program. The programme will be conducted on an online platform (Google meet) in collaboration with Purbasthali College (Under MoU).

Effective involvement of Anti-Ragging Committee, Anti-Ragging Squad members, and all staff, and the measures taken in providing safety and comfort to the newly joined students has ensured homely and friendly atmosphere for the students to pursue their studies maintaining "Tehatta Sadananda Mahavidyalaya" campus 'RAGGING FREE'. It is worthwhile to place on record that ZERO CASSES of ragging is reported in the campus for the academic year 2022-23.


CONVENER




Principal
Tehatta Sadananda Mahavidyalaya
Tehatta, Purba Bardhaman

Internal Complaint Committee

Annual Report

2022-2023

Internal Complaint Committee (ICC)

ICC has been constituted as per the "Sexual Harassment of Women at Workplace(Prevention, Prohibition and Redressal)Act, 2013 to provide protection against sexual harassment issues faced by girl students/Women staff inside the college premises. The committee is functional with the following members

Committee for Prevention of Sexual Harassment (For the Academic Year 2022-2023)

Name	Designation
Basanti Rani Bag Assistant Professor, Department of Philosophy	Presiding Officer
DrRuchiraChanda Assistant Professor, Department of Bengali	Internal Member
DrAnindyaMondal Assistant Professor, Department of Mathematics	Internal Member
DrAlokananda Ghosh Assistant Professor, Department of Geography	Internal Member
ArunimaGuin Assistant Professor, Department of Sanskrit	Internal Member
NilimaKopti President, PanchayetSamiti, Kalna-II Block	External Member

Objectives

1. To Prevent and Address incidents of sexual harassment within the college.
2. To create an Environment where individuals can report incidents of sexual harassment without fear.
3. To ensure compliance with the Sexual Harassment of Women at Workplace(Prevention, Prohibition and Redressal).
4. To provide gender equality, dignity and respect for all members of the college community.
5. To provide support and assistance to victims of sexual harassment.

Mechanism for Submission of complaints

A person who has experiencing an incident of sexual harassment can take the following steps for redressal:

- The students/Employee shall use the complaint mechanism and file a written complaint/ email to the presiding officer of the Committee for POSH.
- An aggrieved female should give a written complaint either in ICC members or through email or can drop in the complaint box. The mail id is: tsm.greell@gmail.com

Basantirani Bag



Milajana

Principal
Tsheta Sadananda Mahavidyalaya
Tsheta, Purba Bardhaman

Action Taken Report: - 2022-2023

- For this Session 2022-2023, Smt. Basanti Rani Bag, Assistant Professor of Philosophy, took charge of the presiding officer of this committee and the committee ensures that not a single case of sexual harassment has been received.
- The ICC members went to the students and made them aware that anything that leads to sexual harassment as per the policy document will be shown zero tolerance by the college authority. The students and staffs were also made aware about the redressal procedure.
- It was also confirmed that care will be taken to see that complainant; witnesses and the harasser does not face victimization and discrimination during the process of enquiry.
- A seminar titled "Anti-Sexual Harassment Awareness Program" was organized on 21.10.2022 at 2.30 P.M. to spread awareness about sexual harassment and the speaker was Basanti Rani Bag, Assistant Professor of Philosophy.
- Two meetings (held on 14.10.22 & 24.03.2023) were held by ICC this session which included the major agendas to be fulfilled like ICC Policy Document preparation, redressal Mechanism, Sexual Harassment Awareness Seminar etc. ICC recorded zero complaints this year.

Basanti Rani Bag

Milrajande

Principal
Tehala Sadananda Mahavidyalaya
Tehala, Purba Bardhaman



Internal Complaint Committee

Annual Report

2021-2022

Internal Complaint Committee (ICC)

ICC has been reconstituted as per the "Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 to provide protection against sexual harassment issues faced by girl students/Women staff inside the college premises. The committee is functional with the following members

Committee for Prevention of Sexual Harassment (For the Academic Year 2021-2022)

Name	Designation
Basanti Rani Bag Assistant Professor, Department of Philosophy	Presiding Officer
DrRuchiraChanda Assistant Professor, Department of Bengali	Internal Member
DrAnindyaMondal Assistant Professor, Department of Mathematics	Internal Member
DrAlokananda Ghosh Assistant Professor, Department of Geography	Internal Member
ArunimaGuin Assistant Professor, Department of Sanskrit	Internal Member
NilimaKopti President, PanchayetSamiti, Kalna-II Block	External Member

Objectives

6. To Prevent and Address incidents of sexual harassment within the college.
7. To create an Environment where individuals can report incidents of sexual harassment without fear.
8. To ensure compliance with the Sexual Harassment of Women at Workplace(Prevention, Prohibition and Redressal).
9. To provide gender equality, dignity and respect for all members of the college community.
10. To provide support and assistance to victims of sexual harassment.

Mechanism for Submission of complaints

A person who has experiencing an incident of sexual harassment can take the following steps for redressal:

- The students/Employee shall use the complaint mechanism and file a written complaint/ email to the presiding officer of the Committee for POSH.
- An aggrieved female should give a written complaint either in ICC members or through email or drop the complaint box. The mail id is: tsm.greell@gmail.com

Basantirani Bag



Nilima Kopti

Principal
Tejashree Sadananda Mahavidyalaya
Tehatta, Purba Bardhaman

Action Taken Report: - 2021-2022

- For this Session 2021-2022, Smt. Basanti Rani Bag, Assistant Professor of Philosophy, took charge the presiding officer of this committee and the committee ensure that not a single case of sexual harassment has been received.
- The ICC members went to the students and made them aware that anything that leads to sexual harassment as per the policy document will be shown zero tolerance by the college authority. The students and staffs were also made aware about the redressal procedure.
- It was also confirmed that care will be taken to see that complainant, witnesses and the harasser does not face victimization and discrimination during the process of enquiry.
- A seminar titled "Gender Sensitization for Students" was organized on 05.11.2021 at 12.00 Noon Basanti Rani Bag, Assistant Professor of Philosophy was the speaker of the program.
- One meeting(held on- 29.10.2021) were held by ICC this session which included the major agendas to be fulfilled like ICC Policy Document preparation, redressal Mechanism, Gender Sensitization Seminar etc. ICC recorded zero complaints this year.

Basanti Rani Bag



Milajee

Principal
Tejash Sahananda Mahavidyalaya
Tehatta, Purba Bardhaman

Internal Complaint Committee

Annual Report

2020-2021

Internal Complaint Committee (ICC)

ICC has been constituted as per the "Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 to provide protection against sexual harassment issues faced by girl students/Women staff inside the college premises. The committee is functional with the following members

Committee for Prevention of Sexual Harassment (For the Academic Year 2020-2021)

Name	Designation
Basanti Rani Bag Assistant Professor, Department of Philosophy	Convenor
DrBanibrataGoswami Associate Professor, Department of English	Teacher-in Charge
DrRuchiraChanda Assistant Professor, Department of Bengali	Member
DrAlokananda Ghosh Assistant Professor, Department of Geography	Member
ArunimaGuin Assistant Professor, Department of Sanskrit	Member
Koyel Ghosh SACT, Department of Bengali	Member
SanchitaMajhi SACT, Department of History	Member
SusmitaMondal SACT, Department of Philosophy	Member
Hoimonti Banerjee SACT, Department of Political Science	Member
Laboni Bag SACT, Department of Geography	Member
Rajkumar Bhattacharya Non-Teaching Staff	Member
KhokonSantra Non-Taching Staff	Member

Objectives

1. To Prevent and Address incidents of sexual harassment within the college.
2. To create an Environment where individuals can report incidents of sexual harassment without fear.
3. To ensure compliance with the Sexual Harassment of Women at Workplace(Prevention, Prohibition and Redressal).
4. To provide gender equality, dignity and respect for all members of the college community.
5. To provide support and assistance to victims of sexual harassment.

Basantirani Bag



Milajade
Principal
Tehatta Sadananda Mahavidyalaya
Tehatta, Purba Bardhaman

Mechanism for Submission of complaints

A person who has experiencing an incident of sexual harassment can take the following steps for redressal:

- The students/Employee shall use the complaint mechanism and file a written complaint/ email to the presiding officer of the Committee for POSH.
- An aggrieved female should give a written complaint either in ICC members or through email or drop the complaint box. The mail id is: tsm.grcell@gmail.com

Action Taken Report: - 2020-2021

- For this Session 2020-2021, Smt. Basanti Rani Bag, Assistant Professor of Philosophy, took charge of the Convenor of this committee and the committee ensure that not a single case of sexual harassment has been received.
- The ICC members went to the students and made them aware that anything that leads to sexual harassment as per the policy document will be shown zero tolerance by the college authority. The students and staffs were also made aware about the redressal procedure.
- It was also confirmed that care will be taken to see that complainant; witnesses and the harasser does not face victimization and discrimination during the process of enquiry.
- A seminar titled "Anti-Sexual Harassment Awareness Program" was organized on 26.11.2020 at 12.00 Noon Arunima Guin, Assistant Professor of Sanskrit, was the Speaker.
- One meeting (held on 12.02.2021) were held by ICC this session which included the major agendas to be fulfilled like ICC Policy Document preparation, redressal Mechanism, Sexual Harassment Awareness Seminar etc. ICC recorded zero complaints this year.

Basanti Rani Bag



Milajade

Principal
Tehatta Sohenanda Mahavidyalaya
Tehatta, Purba Bardhaman

Internal Complaint Committee

Annual Report

2019-2020

Internal Complaint Committee (ICC)

ICC has been constituted as per the "Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 to provide protection against sexual harassment issues faced by girl students/Women staff inside the college premises. The committee is functional with the following members

Committee for Prevention of Sexual Harassment (For the Academic Year 2019-2020)

Name	Designation
Basanti Rani Bag Assistant Professor, Department of Philosophy	Convenor
DrBanibrataGoswami Assistant Professor, Department of English	Teacher-in Charge
DrRuchiraChanda Assistant Professor, Department of Bengali	Member
DrAlokananda Ghosh Assistant Professor, Department of Geography	Member
ArunimaGuin Assistant Professor, Department of Sanskrit	Member
Koyel Ghosh SACT, Department of Bengali	Member
SanchitaMajhi SACT, Department of History	Member
SusmitaMondal SACT, Department of Philosophy	Member
Hoimonti Banerjee SACT, Department of Political Science	Member
Laboni Bag SACT, Department of Geography	Member
Rajkumar Bhattacharya Non-Teaching Staff	Member
KhokonSantra Non-Teaching Staff	Member

Objectives

1. To Prevent and Address incidents of sexual harassment within the college.
2. To create an Environment where individuals can report incidents of sexual harassment without fear.
3. To ensure compliance with the Sexual Harassment of Women at Workplace(Prevention, Prohibition and Redressal).
4. To provide gender equality, dignity and respect for all members of the college community.
5. To provide support and assistance to victims of sexual harassment.

Basantirani Bag



Milajade
Principal
Tejashree Sadananda Mahavidyalaya
Tehatta, Purba Bardhaman

Mechanism for Submission of complaints

A person who has experiencing an incident of sexual harassment can take the following steps for redressal:

- The students/Employee shall use the complaint mechanism and file a written complaint/ email to the presiding officer of the Committee for POSH.
- An aggrieved female should give a written complaint either in ICC members or through email or drop the complaint box. The mail id is: tsm.greell@gmail.com

Action Taken Report: - 2019-2020

- For this Session 2019-2020, Smt. Basanti Rani Bag, Assistant Professor of Philosophy, took charge of the convenor of this committee.
- The ICC noted that no complaint of sexual harassment has been received from any girl students, women employee and other stakeholder in our college. It was emphasized that to create awareness and continuous sensitization among the students.
- The ICC members went to the students and made them aware that anything that leads to sexual harassment as per the policy document will be shown zero tolerance by the college authority. The students and staffs were also made aware about the redressal procedure.
- A seminar titled "Gender Equality in Education" was organized on 15.11.2019 at 2.00 P.M. Dr. Pritam Das, Assistant Professor of Education, was the Speaker.
- Two meetings (held on 13.11.2019 & 19.06.2020) were held by ICC this session which included the major agendas to be fulfilled like ICC Policy Document preparation, redressal Mechanism, Sexual Harassment Awareness program, seminar etc. ICC recorded zero complaints this year.

Basanti Rani Bag

Milajada



Principal
Tehatta Sadananda Mahavidyalaya
Tehatta, Purba Bardhaman

Internal Complaint Committee

Annual Report

2018-2019

Internal Complaint Committee (ICC)

ICC has been constituted as per the "Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 to provide protection against sexual harassment issues faced by girl students/Women staff inside the college premises. The committee is functional with the following members

Committee for Prevention of Sexual Harassment (For the Academic Year 2018-2019)

Name	Designation
Basanti Rani Bag Assistant Professor, Department of Philosophy	Convenor
DrPritam Das Assistant Professor, Department of Education	Teacher-in Charge
DrRuchiraChanda Assistant Professor, Department of Bengali	Member
DrAlokananda Ghosh Assistant Professor, Department of Geography	Member
ArunimaGuin Assistant Professor, Department of Sanskrit	Member
Koyel Ghosh Guest Lecturer, Department of Bengali	Member
Rajkumar Bhattacharya Non-Teaching Staff	Member
KhokonSantra Non-Teaching Staff	Member

Objectives

1. To Prevent and Address incidents of sexual harassment within the college.
2. To create an Environment where individuals can report incidents of sexual harassment without fear.
3. To ensure compliance with the Sexual Harassment of Women at Workplace(Prevention, Prohibition and Redressal).
4. To provide gender equality, dignity and respect for all members of the college community.
5. To provide support and assistance to victims of sexual harassment.

Basanti Rani Bag



Principal

Principal
Teohata Sadananda Mahavidyalaya
Teohata, Purba Bardhaman

Mechanism for Submission of complaints

A person who has experiencing an incident of sexual harassment can take the following steps for redressal:

- The students/Employee shall use the complaint mechanism and file a written complaint/ email to the presiding officer of the Committee for POSH.
- An aggrieved female should give a written complaint either in ICC members or through email or drop the complaint box. The mail id is: tsm.grcell@gmail.com

Action Taken Report: - 2018-2019

- For this Session 2018-2019, Smt. Basanti Rani Bag, Assistant Professor of Philosophy, took charge of the convenor of this committee and the committee ensure that not a single case of sexual harassment has been received.
- The ICC members went to the students and made them aware that anything that leads to sexual harassment as per the policy document will be shown zero tolerance by the college authority. The students and staffs were also made aware about the redressal procedure.
- Complaint box has been installed in front of the college office in which students, staffs can put their complaint about sexual harassment.
- A seminar titled "Sexual Harassment Awareness Training" was organized on 07.09.2018 at 11.30 A.M. Dr. Banibrata Goswami, Assistant Professor of English.
- One meeting (held on 23.08.2018) was held by ICC this session which included the major agendas to be fulfilled like ICC Policy Document preparation, redressal Mechanism, Sexual Harassment Awareness Seminar etc. ICC recorded zero complaints this year.

Basantirani Bag

Milajade



Principal
Teohata Sadananda Mahavidyalaya
Teohata, Purba Bardhaman