



INTERNAL COMPLAINTS COMMITTEE (ICC)

Jesus and Mary College

REPORT

July 2015 to June 2020

Compiled for NAAC Report (Second Cycle) as per Criterion 5.1.5

1. Minutes of Meetings: Confidential

2. Circular/Web-link justifying the objective of the metric:

- <https://www.jmc.ac.in/icc>
- <https://www.jmc.ac.in/uploads/staticfiles/about/discipline/Link6.pdf>
- <https://www.jmc.ac.in/uploads/staticfiles/about/discipline/Link3.pdf>
- IF NEED BE INSERT IMAGE/SCREENSHOT OF THE LIST OF COMMITTEE MEMBERS FROM THE USEFUL LINKS PAGE ON THE COLLEGE WEBSITE

3. Proof of constitution of the ICC:

- The details of the current members of the Internal Complaints Committee (ICC) are displayed on the college website under the heading "Important Committees" (<https://www.jmc.ac.in/about/importantcommittees>) and also displayed under the heading "Useful Links" at the bottom of the Home Page (<https://www.jmc.ac.in/icc>).
- EMAIL SENT TO CANDIDATES WHO STOOD FOR ELECTIONS IN 2018 (Appendix I)
- ELECTION NOTICE FOR 2020 ELECTIONS (Appendix II).
- June 2020, the ICC members included the following:
 - Dr. Susmita Ram, Associate Professor, Department of Education, JMC (Presiding Office)
 - Ms. Fatima K. Chaudhary, Advocate (External Member)
 - Dr. Maya John, Assistant Professor, Department of History, JMC
 - Dr. Susan George, Assistant Professor, Department of English, JMC
 - Ms. Lizamma Joseph, Administrative Staff, JMC
 - Mr. Francis Lakra, Office Assistant, JMC
 - Ms. Taralika Singh, Student Member, 3rd year, Department of Sociology, JMC [Term ended in summer of 2020]
 - Ms. Ragini Jha, Student Member, 2nd year, Department of Political Science, JMC [Elected in February 2020]
 - Ms. Komal Nehra, Student Member, 1st year BA Program, JMC [Elected in February 2020]

Jesus and Mary College

University of Delhi
Chanakyapuri, New Delhi - 110021
Accredited by NAAC with "A" Grade



Tel No. : +(91)-(011)-26110041, 26875400
Fax No. : +(91)-(011)-24105466
Website : <http://www.jmc.ac.in>
Email Id : jmcadm@yahoo.co.in
info@jmc.ac.in
principal@jmc.ac.in

4. Report of grievances:

(a) Number of complaints made to the ICC:

- (i) No complaints reported in 2015-16.
- (ii) No complaints reported in 2016-17.
- (iii) 12 complaints reported in 2017-18
 - 10 cases pertained to street harassment near the college, i.e. the road outside college and leading to the South Campus metro station.
 - One case pertained to harassment on a bus close to the Holi festival.
 - One case pertained to sexual harassment within college.
- (iv) No complaints reported in 2018-19.
- (v) Four complaints reported in 2019-20:
 - One case reported in January 2020 by first year B.Com (Program) students against a teacher.
 - One case reported in February 2020 by first year Hindi Hons students against the same teacher.
 - One case each reported in March 2020 by first year students of Sociology Hons and Political Science Hons against the same teacher.

(b) Measures taken by ICC with respect to grievances

- (i) 2015-16: Not applicable
- (ii) 2016-17: Not applicable
- (iii) 2017-18:

- For the incidents reported of sexual harassment outside college, the ICC informed the Delhi Police beat constable and higher police officials of New Delhi area.

- For the complaint reported from within college, after submitting an interim report to the Principal, the case was closed as subsequent efforts to reach the complainant (a third-year B.A. Program student) were unsuccessful and it became evident that due to family pressure, she did not wish to pursue the matter.

- (iv) 2018-19: Not applicable

- (v) 2019-20:

- All four complaints were against the same teacher. An inquiry, as per UGC Regulations, 2015, was completed within three months. A report with findings and recommendations was sent to the Principal on 5 March 2020, and a supplementary report was sent on 21 March 2020.

Sr. Rosily T.L. r.j.m.
Sr. (Dr.) Rosily T.L. r.j.m.
Officiating Principal
Jesus and Mary College
Date:
Officiating Principal
Jesus and Mary College
Chanakyapuri,
New Delhi-110021

Jesus and Mary College

University of Delhi
Chanakyapuri, New Delhi - 110021
Accredited by NAAC with "A" Grade



Tel No. : +(91)-(011)-26110041, 26875400

Fax No. : +(91)-(011)-24105466

Website : <http://www.jmc.ac.in>

Email Id : jmcadmn@yahoo.co.in
info@jmc.ac.in
principal@jmc.ac.in

Table 1 : Details of ICC Meetings held between 2015 - 2020

S.No.	Year	Purpose	Dates	Total No. of Meetings
1	2015-16	Nil	NA	0
2	2016-17	Session on awareness about the law against sexual harassment	15.02.2017	1
3	2017-18	Awareness session for ICC members and JMC students	16.08.2017	
		Preparation for and release of official announcement of ICC elections for student members	12.03.2018	
		ICC election of student members conducted	14.03.2018	
		Reporting from previous academic year and looking into cases of harassment reported near college	13.04.2018	
		Formation of sub-committee of ICC to look into complaint	23.05.2018	
		Case shared with the Principal	18.06.2018	6
4	2018-19	Meeting of all ICC members + reporting of ICC sub-committee about case	02.07.2018	
		Session on sexual harassment and the law—conducted by SAHELI	08.08.2018	
		Planning for the case	23.09.2018	
		Sub-committee met complainant	26.09.2018	
		Discussion of findings	27.09.2018	5
5	2019-20	Discuss new case	16.01.2020	
		formation of sub-committee of ICC to look into complaint	04.02.2020	
		to discuss ICC elections of student members	10.02.2020	
		Discuss new case	11.02.2020	
		shortlisting of eligible student candidates for election to ICC	18.02.2020	
		Sub-committee met complainant	20.02.2020	
		ICC elections and counting	21.02.2020	
		Discussion of findings	24.02.2020	
		Discussion of findings	26.02.2020	
		Report made and submitted to Principal	05.03.2020	
		Additional findings with respect to case	18.03.2020	
		supplementary report	21.03.2020	12

Sr. Rosily T.L. r.j.m.
Sr. (Dr.) Rosily T.L. r.j.m.
Officiating Principal
Jesus and Mary College
Officiating Principal
Jesus and Mary College
Chanakyapuri,
New Delhi-110021

Jesus and Mary College

University of Delhi
Chanakyapuri, New Delhi - 110021
Accredited by NAAC with "A" Grade



Tel No. : +(91)-(011)-26110041, 26875400
Fax No. : +(91)-(011)-24105466
Website : <http://www.jmc.ac.in>
Email Id : admin@jmc.ac.in
info@jmc.ac.in
principal@jmc.ac.in

March 5, 2020

To
Director,
NAAC,
Bangalore

Subject: Mechanism for Timely Redressal of Student Grievances including Sexual Harassment and Ragging Cases.

Respected Sir,

This is to state that Jesus and Mary College, Chanakyapuri, New Delhi has a transparent mechanism for timely redressal of Student Grievances including Sexual Harassment and Ragging Cases. The institution feels proud to further bring to your notice that in the last five years from 2015-16 to 2019-20, there has been only one case of sexual harassment. The complaint was made by a group of students in January, 2020 against a teacher who has been appointed on adhoc basis. The enquiry was made into the matter by ICC (Internal Complaints Committee). Subsequently, the aforesaid teacher was not allowed to rejoin in the academic year 2020-21.

Sincerely,

Sr. Rosily T.L. r.j.m.

(Sr.(Dr.) Rosily T.L. r.j.m.)

Officiating Principal
Jesus and Mary College
Chanakyapuri,
New Delhi-110021

Jesus and Mary College

University of Delhi
Chanakyapuri, New Delhi - 110021

Accredited by NAAC with "A" Grade



Tel No. : +(91)-(011)-26110041, 26875400

Fax No. : +(91)-(011)-24105466

Website : <http://www.jmc.ac.in>

Email Id : jmcadm@yahoo.co.in
info@jmc.ac.in
principal@jmc.ac.in

March 5th, 2020

To

The Director,

NAAC,

Bangalore

Subject: Mechanism for Timely Redressal of Student Grievances and Anti-Ragging Committee as per UGC norms.

Respected Sir,

This is to state that Jesus and Mary College, Chanakyapuri, New Delhi, has a transparent mechanism of timely redressal of Students Grievances and Anti-Ragging cases as per UGC norms. The institution feels proud to bring it to your notice that in the last five years from 2015-2020, there have been no major cases related to students grievances. Also there have been no ragging cases within the campus.

Sincerely,

Sr. Rosily T.L. r.j.m.
(Sr. (Dr.) Rosily T.L. r.j.m.)

Officiating Principal

Officiating Principal
Jesus & Mary College
Chanakyapuri,
New Delhi-110021



DETAILS OF ANTI-RAGGING COMMITTEE- (2015-2020)

JMC ensures a fair and strict enforcement of discipline. There are several committees that ensure the enforcement and hence maintain the accountability and credibility of the institution.

Zero Tolerance to Ragging

Ragging is an offence and is strictly prohibited on the campus. In adherence to the rules laid down by the University of Delhi the college has constituted the Anti-Ragging Committee. The Anti-Ragging Committee ensures that no student faces any mental or physical harassment in the College.

ANTI RAGGING COMMITTEE MEMBERS- (2017-2020)

Dr. Sunita Kaistha	9910057172
Dr. Dinesh Adlakha	9868043099

ANTI RAGGING COMMITTEE MEMBERS- (2015-2017)

Dr. R. Sushila	9811795482
Dr. Jayanti Seth	9810108286



DETAILS OF STUDENTS GRIEVANCE COMMITTEE (2015-2020)

The Grievance Redressal Committee also looks into any complaints directed to them pertaining to academics (including errors in evaluation), discipline, infrastructure etc. It is a committee which has been put in place to ensure a smooth interface between the students, faculty and the administration. Grievances related to discrimination may also be taken up by the grievance redressal committee. Time to call: 9am to 5pm

Members (2018-2020)

Convenor	Sr. Dr. Molly	9818645774	mll.abraham@gmail.com
Member (Retired in 2019)	Dr. Archana Sharma	9810598603	
Member (Retired in 2020)	Dr. Mani A. Nandhi	9810588124	manandhi@hotmail.com
Member (Joined in February 2020)	Dr. Anuradha Sharma	9818196562	anuradhasharma@jmc.du.ac.in

Members (2016-2018)

Convenor	Dr. Taisha Abraham	9818562742	taishaabraham@yahoo.com
Member	Dr. Archana Sharma	9810598603	
Member	Dr. Mani A. Nandhi	9810588124	manandhi@hotmail.com

Members (2015-2016)

Convenor	Dr. Rekha Dayal	9873475753	rekhajmc22@gmail.com
Member	Dr. Gargi Jain	9899015906	gargi_jain_jmc@yahoo.com