

## **Report on visit to Womens cell, ICC and Grievance Cell**

Named after one of the frontrunners of fighting for gender equality back in 19<sup>th</sup> century India, Rammohan College seeks to live up to the high standards set by its ideological mentor, Raja Rammohan Roy. Rammohan College, which is an all women's college, has contributed to the on-going process of nation building by instilling values of respect, responsibility and dignity among its students in the under-graduate level. Rammohan College owes its origin to City College, Calcutta which is one of the oldest first grade Colleges in West Bengal. It was founded in 1881 by a band of patriotic and selfless Brahmo leaders like Ananda Mohan Bose, Pandit Sivanth Sastri and Umesh Chandra Dutta. Rastraguru Surendranath Banerjee later joined the College as teacher. Up to 1961 City College had a Women's Department in morning which has separately affiliated in 1961 to the Calcutta University and renamed as Rammohan College. The aim of College according to the founders, is to promote the cause of education in its highest and widest sense, to make education a comprehensive training of the mind, heart and body, and founded on theistic basis conducive to the good of man and glory of God. The College is open to all female students irrespective of race, creed or caste. It has a record of brilliant results. The College has a thriving Post-Graduate section in Bengali and Human Physiology. The Co-ed Human Physiology PG facility began in 2006-2007 and the co-ed Bengali PG facility began in 2014-2015. Rammohan College, an old and revered institution for women in Kolkata encourages annual gender audit and provides equal opportunities to girl students. The institution has zero tolerance for ragging and sexual harassment. The Grievance Redressal and Anti-Ragging cell and the Internal Complaints Committee (ICC) along with the Women's cell work in unison to keep the campus free from all discrimination and harassment. The College has a multifaceted gender policy that tackles complaints as well as engages positively with its students and staff to raise awareness related to gender issues.

Gender Policy of the College –

1. Promote an environment of gender equity in and through the institutions culture, ideology, practices and programmes.
2. Ensure that the campus is a safe and secure for all genders, with no threat of abuse or harassment from peer, seniors or authority.
3. Support equal pay for equal work.
4. Ensure women have a good representation in all committees and decision making positions.
5. Periodically hold gender awareness camps for students, teachers and the non-teaching staff to ensure that the campus and its people remain sensitive to issues pertaining to gender.
6. Support those facing gender harassment on campus. Be accessible to all.
7. Before induction, ensure all new recruits are made aware of gender issues.
8. Orientation of all new students on gender related issues. Inform them of the working of the ICC and the Women's Cell.

Rammohan College has a well functioning Women's Cell which is a requirement under Saksham Measures for ensuring the Safety of Women and Programmes for Gender Sensitisation on Campuses" Guidelines of 2013. The members have a term of three years, after which the body will be re-constituted by the Governing Body of the College. The Women's Cell was reconstituted in the year 2018 after following the due process.

The members of the Women's Cell 2022- 2025 are –

Women's Cell –

Joint Conveners -1. Prof. Uttama Ray

2. Prof. Kakali Chatterjee

Members:

3. Prof. Suratna Ganguly
4. Prof. Jayanti Sen
5. Prof. Shrabani Sen
6. Prof. Moumita Datta

The Internal Complaints Committee was reconstituted in the year 2022 (meeting following the lifting of the lockdown). Members have a three year term. As per the GSCASH Guidelines the ICC functions as a redressal as well as awareness gender sensitizing platform. Rammohan College has delegated the task of gender sensitization to the Women's Cell of the College.

Members of the ICC are – 2022-2025

Presiding Officer - Prof. Uttama Ray

Members:

1. Prof. Kakali Chatterjee
2. Prof. Debjanee Ganguly
3. Librarian Ms. Gargi Das
4. Student- Jhanjhar Gupta
5. Student- Juhi Seth
6. Non-Teaching Staff- Surajit Murmu
7. Ms. Sharmistha Mukherjee, President, (State-level) Human Rights Council of India NGO Activist

Committed to mass education and specifically the education of women, the College undertook the arduous task of establishing a hostel for its students. Rammohan College began a hostel facility in a rented place in 1983. Later in 1988 it would buy a land, which is the site of the current hostel, for ensuring a protected environment for those who came to her college for studies.

Several gender awareness activities take place as a part of women's cell for example Health check up camp, Awareness programme on 'mental health issues of adolescent girls', Awareness programme on 'Gender Inequality', International working women's day celebration, Seminar on "Right to Say NO", Seminar on "SEX GENDER AND POLITICS OF IDENTITY IN CONTEMPORARY INDIA" and many more.

External Gender Audit Team assessed the college in its gender practices, structure and programmes. It noted that the institute is committed towards gender equality, gender equity and spreading gender awareness. The College has an environment which encourages students to be confident, responsible and self-aware citizens through its gender balanced staff, gender balanced distribution of responsibilities and an accessible/approachable teaching staff.



Chemistry departmental students were enlightened about the ICC and Women cell activities of Rammohan College on 21<sup>st</sup> June 2024.