

## **Internal Complaints Committee (ICC) Report, 2024-25**

The Internal Complaints Committee (ICC) at Lakshmibai College, University of Delhi, remains committed to ensuring a safe, inclusive, and harassment-free environment for all students, faculty, and staff, in line with the Prevention of Sexual Harassment (POSH) Act, 2013. This report outlines the key activities conducted during the reporting period and confirms that no complaints were received.

### **Key Activities Conducted**

1. ICC Student Elections & Team Formation
  - Elections for student representatives were successfully conducted on 13<sup>th</sup> Sep 2024, ensuring student participation in ICC initiatives.
  - A new student ICC team was formulated to assist in awareness programs and grievance redressal.
2. POSH Awareness through Poster making Competition
  - A postermaking competition was organized on 13<sup>th</sup> November, 2024 to spread awareness about POSH guidelines, gender sensitivity, and redressal mechanisms among students.
  - The event saw enthusiastic participation, fostering discussion on safe and respectful campus spaces.
3. Awareness and Sensitization Initiatives
  - Information about POSH guidelines, ICC members, and reporting channels was disseminated through notice boards, and college website.
4. Handling of Complaints
  - The ICC maintains a strictly confidential and accessible complaint redressal mechanism.
  - During this period, no complaints were received, indicating a positive and secure environment at the college.
5. Attending event organized by ICC , University of Delhi
  - ICC faculty members participated in the event “Empowering through equality’ organized by ICC, University of Delhi on 6<sup>th</sup> March, 2025.

The ICC at Lakshmibai College continues its efforts to create awareness, address concerns proactively, and foster a culture of mutual respect. Moving forward, the committee aims to:

- ✓ Conduct interactive workshops and panel discussions on gender rights and workplace safety.
- ✓ Strengthen student-led initiatives to encourage peer advocacy and awareness.

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