



Website : www.vmbdn.in
Email : ymprincipal2012@gmail.com, M : 7384634726
Phone No : 0342-2541208 (Day Office), 2541521 (Morning Office)
Fax No : 0342-2646916

VIVEKANANDA MAHAVIDYALAYA, BURDWAN

(GOVT. SPONSORED) □ ESTD-1964

P.O- Sripally ★ Dist- Purba Bardhaman ★ Pin-713103 ★ W.B

NAAC Re-Accredited (2nd cycle, B+ with PG in Chemistry)

No...../V.M.

Date:

From : Principal / Teacher-in-Charge & Secretary

SOP OF DISCIPLINARY / ANTI RAGGING AND GRIEVANCE REDRESSAL COMMITTEE OF VIVEKANANDA MAHAVIDYALAYA, BURDWAN

The aims and objectives of Standard Operating Procedure (SOP) for Grievance and Redressal Committee, Vivekananda Mahavidyalaya, Burdwan is given below:

Purpose: To establish a fair and transparent process for addressing and resolving grievances and complaints in a timely and effective manner.

Scope: This SOP applies to all stakeholders, including students, teachers, and staffs (Permanent and Contract).

Committee Composition:

- **Chairperson:** Dr. Sibaprasad Rudra (Principal, Vivekananda Mahavidyalaya)
- **Joint Conveners:**
Dr. Barundev Roy, Associate Professor of Statistics
Dr. Ananta Gope, Associate Professor of Geography
- **Members:**
Dr. Madhumita Bhattacharya, Associate Professor of Political Science
Dr. Ranjit Kumar Pathak, Associate Professor of Chemistry
Dr. Kusal Chattopadhyay, Associate Professor of Political Science
Dr. Someswar Singha, Assistant Professor of Zoology
Prof. Sumita Mondal, Assistant Professor of Botany
Dr. Palash Mondal, Assistant Professor of Chemistry
Sri Prodip Hazra, Lab. Attendant, Botany
Sri Subhankar Kora, Lab. Attendant, Chemistry
Sri Ashoke Kumar Bag, Library Attendant
Sri Tamal Chandra Dey, Peon(Day Section)
Sri Gorachand Ghosh, Head Clerk (Day Section)
Sri Soumen Chakraborti, Head Clerk (Morning Section)
Sri Swapan Kumar Bhuimali, Clerk (Morning Section)
Sri Sanjit Bhattacharyya, Peon(Day Section)



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Procedure:

1. Receipt of Grievance: Joint Conveners receive grievances through email, online portal, or in-person by hand or through drop box. Acknowledgement of receipt would be done within 24hours.
2. Initial Review: Committee reviews the grievance to determine its validity and severity. Through initial inspection, the Committee will decide on the course of action (investigation, mediation, or dismissal).
3. Investigation:
Gather relevant information and evidence.
Conduct interviews with parties involved.
Prepare a report with findings and recommendations.
4. Mediation:
Facilitate a meeting between parties to resolve the issue amicably.
Ensure a mutually acceptable solution.
5. Resolution:
Implement the recommended solution.
Communicate the outcome to the complaint.
6. Follow-up:
Monitor the implementation of the resolution.
Ensure the grievance is fully addressed.
7. Documentation:
Maintain a record of all grievances, investigations, and resolutions.
Ensure confidentiality and data protection.
8. Reporting:
Submit quarterly reports to management or grievances received and resolved.
Identify trends and areas for improvement.



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Date :

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Timeline:

- Acknowledgement receipt: within 24 hours
- Initial review: 3 working days
- Investigation: 10-15 working days
- Mediation: 7-10 working days
- Resolution: 10-14 working day
- Follow-up: Ongoing




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Adopted Resolutions:

Teachers' Council resolves the followings:

Date: 13.10.18

Resolutions: 1. Among four NSS units, two units had been closed by The University of Burdwan and in view of resignation of both the programme officer- Prof. Someswar Sing, Assitant Professor of Zoology and prof Vivekananda Majilla, Govt. approved PTTS gave resignation from the post of programme officer of NSS unit-I & unit-II, Prof. Bikash Haldar, Asst. Prof. of Political Science and Prof. Dibyajyoti Hazra, Assistant Professor of Sanskrit will act as programme officers of NSS unit-I & II respectively hence forth.

2. It is resolved to constituted a Committee against Memo No - 1199/Edn(es)dt.28.9.17 for sending proposal of creation of Teaching Post for different Departments as mention below.

a. Dr. Subankar Tripathi (Associate Prof.chemistry) - Jt.Convenor

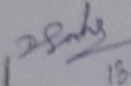
b. Sri Soumen Chakroborty (Head Clerk of morning office) - Jt.Convenor

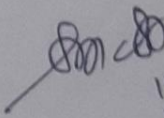
Academic Head of All Departments and Sri Gorachand Ghosh, Head Clerk of Day Office, are the members of the committee.

3. Discussion of increasing of amount of T.C. Fund will be held in the next meeting by giving an agenda.

4. For anti plagiarism software, Principal will approach to the University of Burdwan.

5. Dr Ananta Gope is being Included as a Jt. Convenor of Disciplinary/Anti-Ratsing & Grievance Reanersal Committee.


13.10.18
Secretary
Teacher's Council
Vivekananda Mahavidyalaya
Burdwan


13/10/18
Principal
Vivekananda Mahavidyalaya
BURDWAN



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Date :

From : Principal / Teacher-in-Charge & Secretary

Members of various Sub-committee, (2019-2021), approved by the Governing Body of Vivekananda Mahavidyalaya, Burdwan.

DISCIPLINARY / ANTI RAGGING AND GRIEVANCE REDRESSAL COMMITTEE

1. Dr.Barundev Roy (**Jt. Convener**)
2. Dr. Ananta Gope (**Jt. Convener**)
3. Dr. Madhumita Bhattacharya
4. Dr. Kusal Chattopadhyay
5. Dr. Ranjit Kumar Pathak
6. Dr. Ahana Biswas
7. Dr. Dipwanita Saha(T.C.)
8. Sri Prodip Hazra
9. Sri Ashoke Kumar Bag
10. Sri Tamal Chandra Dey
11. Sri Gorachand Ghosh (Head Clerk Day)
12. Sri Soumen Chakraborti (Head Clerk Morning)
13. Sri Swapan Kumar Bhaimali




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Date:

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DISCIPLINARY / ANTI RAGGING AND GRIEVANCE REDRESSAL COMMITTEE

1. Dr.Barundev Roy (**Jt. Convener**)
2. Dr. Ananta Gope (**Jt. Convener**)
3. Dr. Madhumita Bhattacharya
4. Dr. Ranjit Kumar Pathak
5. Dr. Kusal Chattopadhyay
6. Dr.Someswar Singha
7. Prof. Sumita Mondal
8. Dr. Palash Mondal (Secretary, T.C.)
9. Sri Prodip Hazra
10. Sri Subhankar Kora
11. Sri Ashoke Kumar Bag
12. Sri Tamal Chandra Dey
13. Sri Gorachand Ghosh (Head Clerk Day)
14. Sri Soumen Chakraborti (Head Clerk Morning)
15. Sri Swapan Kumar Bhaimali
16. Sri Sanjit Bhattacharya

INTERNAL COMPLAIN COMMITTEE

1. Dr. Pallabi Sil (Presiding Officer)
2. Dr. Ahana Biswas
3. Dr.Barundeb Roy
4. Dr. Biswajit Chakraborty
5. Dr. Madhumita Bhattacharya
6. Dr. Kusal Chattopadhyay
7. Dr. Palash Mondal (Secretary, T.C.)
8. Dr. Sadhan Mondal
9. Prof. Amit Kumar Ash (T.I.C. Morning)
10. Dr. Tanushree De
11. Smt. Sumita Sengupta
12. Smt. Sudipta Mandi
13. Sri Prodip Hazra




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VIVEKANANDA MAHAVIDYALAYA, BURDWAN

GENERAL GRIEVANCES REPORT

| Sl. No. | Name of the students | Date of Application | Date of Meeting | Grievances |
|---------|--------------------------------------|---------------------|-----------------|---|
| 1 | RUPAM MALLICK | 07.11.2018 | | Need fire extinguisher in each floor of the buildings |
| 2 | STUDENTS OF THE DEPT. OF GEOGRAPHY | 14.12.2018 | | Need more computers in the department of Geography |
| 3 | SAYANDIP ROY | 05.01.2019 | 18.01.2019 | Need drinking water facilities in each floor of the library building |
| 4 | SUMIT ROY CHOUDHURY AND OTHERS | 31.01.2019 | | Need more sports items |
| 5 | ANTARA DAS AND OTHERS | 22.02.2019 | | Need proper maintenance of cleanliness for girls' bathrooms |
| 6 | NILAY GHOSH | 05.03.2019 | | Need separate bathroom for boys' pwd students |
| 7 | SOUMI GUPTA | 09.04.2019 | | Canteen cannot provide traditional veg food items regularly |
| 8 | STUDENTS OF 1 ST SEMESTER | 21.04.2019 | 25.04.2019 | Need complaint box in each department |
| 9 | RAJU SIDAI | 17.05.2019 | | Need first aid box in each department |
| 10 | JEET MUKHERJEE AND OTHERS | 20.05.2019 | | Need proper maintenance of two playgrounds |
| 11 | ARKA PRAVA GHOSH | 28.05.2019 | | Demand of more facilities of books in departmental library. |
| 12 | RAKESH GHOSH | 30.05.2019 | | Need a comfortable environment of reading room in the library |
| 13 | SUMIT RAYCHOUDHURY AND OTHERS | 05.06.2019 | 11.05.2019 | Want Bachelor of Physical Education Course in the College |
| 14 | RINKI MAJUMDAR | 06.07.2019 | | Can the college provide facilities of Zero balance account for the students in our Central Bank of India? |
| 16 | NIRMALYA KONER | 09.06.2019 | 02.08.2019 | Too much class load in the department of Geography |



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VIVEKANANDA MAHAVIDYALAYA, BURDWAN GENERAL GRIEVANCES REPORT

| Sl. No. | Name of the students | Date of Application | Date of Meeting | Grievances |
|---------|------------------------|---------------------|-----------------|---|
| 15 | AYAN KUNDU | 24.09.2019 | | Need proper maintenance of cleanliness for boys' bathrooms |
| 16 | FIRST SEMESTER STUDENT | 05.01.2022 | | Need separate sick room for girl students |
| 17 | ANKITA SINGHA | 29.01.2022 | | Need separate bathroom for girl PWD students |
| 18 | PRIYATAMA SARKAR | 8.02.2022 | 17.02.2022 | Need separate cycle stand for girl students |
| 19 | SURAJIT DAS AND OTHERS | 15.03.2022 | | Need more space and sports equipments for indoor games and sports |
| 20 | DEBIKA DUARI | 9.04.2022 | | Need proper repairing and maintenance of vending machines |
| 21 | SUJAN DAS | 18.05.2022 | | Two fans not functioning properly in Room No. M301 |
| 22 | SUJAN PANJA | 24.06.2022 | 13.07.2022 | Need maintenance of the roof of 3 rd floor in main building on Lab-II of Geography department and room PG304 |
| 23 | SURAJIT DAS AND OTHERS | 16.09.2022 | | Need maintenance of playgrounds from unwanted bushes |
| 24 | CHIRODEEP LAYEK | 10.01.2023 | 24.01.2023 | Need more job oriented training programmes like TCS and other private companies in the College. |



Principal-In-Charge
Vivekananda Mahavidyalaya
Burdwan

To
The principals,
Vivekananda Mahavidyalaya
Burdwan, 713103

Subject → Need fire extinguisher in each floor of the building
(bio-science building)

Respected Sir,

I am writing to formally request the installation of fire extinguisher on each floor of the building under your management. I am deeply concerned about the safety and well being of all the students and staff members. I believe that the installation of fire extinguisher is an essential step towards enhancing fire safety measures.

In light of the foregoing, I kindly request your prompt attention to this matter and ask your support in the installation of fire extinguishers on each floor of the building. Thank you for your attention this critical issue.

Sincerely,

Rupam Mallick

Date → 07/11/2018



To,
The Principal
Vivekananda Mahavidyalaya
Burdwan

Sub: Request for additional computers for
Computer Lab.

Respected Sir,

With due humble request we would like to inform you that we are the students of the Dept. of Geography (Hons.) of your undertaking Institute. It's our urge to you to arrange more computers for the smart room. The computers which we have are not sufficient for all students. It is inadequate to meet the needs of our growing student population. Increasing the number of computers will enhance the learning experience, promote efficiency, and prepare students for success in a digital world. We will be grateful to you if you kindly consider the matter and arrange some more computers for the department.

Date : 14.12.2018

Yours sincerely
Students of the
Dept. of Geography
Sem-V



To
The Librarian
Vivekananda Mahavidyalaya,
Burdwan.

Sub: - Apple for drinking water in the
Lib. Building.

Sir,

I am writing to you regarding the
problem of drinking water in the
Library building. The water supply
is very poor and it is not fit for
drinking. It is very hard to get
water in the library building.
I request you to provide some
water purifier in the library
building. It will be very helpful
for the students and staff.

5.1.2019

Chaitanya
The Librarian



মিটিং রেজল্যুশন বহি

MEETING RESOLUTION BOOK

মিটিং নং / Meeting No.

উপস্থিত সভ্যদের নাম

স্থান / Place

NOTICE

A meeting of the Disciplinary, Anti-ragging and Grievance Redressal Committee will be held on 18.01.2019 at 2.30 PM in Old Seminar Hall to discuss the following agenda:

- Demand of fire extinguisher in each floor of the buildings.
- Demand of more computers in the department of Geography.
- Need drinking water facilities in each floor of the library building.

All the members are requested to attend the meeting.

Joint Conveners

Disciplinary, Anti-ragging and Grievance Redressal Committee

Counter signed by Principal

Vivekananda Mahavidyalaya

Burdwan

Principal
Vivekananda Mahavidyalaya
Burdwan



RESOLUTIONS

It is decided in the meeting that the demand of fire extinguisher in each floor of the building is an authentic claim of the student and the demand would be placed to Principal as early as possible to settle the matter. Two hon'ble members of the Committee: Smt. Madhumita Bhattacharya and Dr. Ranjit Kumar Pathak are requested to inspect the matter of the demand of computers by the students of the department of geography in terms of the student computer ratio. Student availed the drinking water facilities in the ground floor and first floor of the Library building. The demand of drinking water facility in 2nd floor of the Library building will be placed to Principal.

Smt. Madhumita Bhattacharya
18/01/2019

Dr. Ranjit Kumar Pathak
18/01/2019

Smt. Madhumita Bhattacharya
18.01.19

Dr. Ranjit Kumar Pathak
18.1.2019

Madhumita Bhattacharya
18/01/2019



Kunal Chatterjee
18.01.2019

To
The Principal,
Vivekananda Mahavidyalaya, Burdwan.

বিষয় - স্বাধীনতা সংগ্রামের পবিত্রতা পালনের আয়োজন।

স্বাধীনতা সংগ্রাম,

আমাদের বিদ্যালয়ে আমরা জাতীয় গীত গায়ন এবং ১৫, অক্টোবর
আমাদের মহাশয়দের দ্বারা। আমরা যে সময়ের যে গায়ন তা গায়
এই দীর্ঘ দিন আমাদের আনন্দিত হইয়া গিয়াছে। তাই প্রত্যেক
প্রায় ব্যক্তির আনন্দিত হইয়া গিয়াছে। তাই সেই ব্যক্তি
এই যাত্রা আমাদের সমস্ত জাতীয় পবিত্রতা পালন
আমাদের পক্ষে হইতে হবে।

২২.০২.২০১৭

শ্রী

আমাদের সবেশ আনন্দিত হইয়া -

- ① Amtana Das.
- ② Pia Roy
- ③ Chayanika De
- ④ Nobanita Ghosh
- ⑤ Urmila Tudu
- ⑥ Soma Bupati
- ⑦ Nipa Mitra
- ⑧ Lakhmi Das
- ⑨ Madhumita Monelal
- 10) Sofia Pebnath
- 11) Tania Parvin



To
The Principal
Vivekananda Mahavidyalaya
Burdwan.

Sub: Need of Separate Bathroom for Boys PWD Students.

Sir,

With due respect & humble submission, I, on behalf of the students of Vivekananda Mahavidyalaya would like to request you to look into the matter that the boys PWD students need a separate bathroom inside the college campus. Currently the PWD male students face a lot of difficulty due to the unavailability of a bathroom specifically for them. So It will be beneficial for them to have a separate bathroom.

Under such circumstances, we would urge you to take necessary steps to solve this problem at the earliest.

Date:- 05.03.2019
Burdwan.

Yours faithfully,
Nilay Ghosh.



To,
The principal
Vivekananda Mahavidyalaya,

বিষয় :- ক্যান্টিনে নিরামিষ খাবারের অন্য আবেদন-

মহাশয়,

আমার সবিনয় নিবেদন এহঁ যে, আমি আপনার মহাশ্যালয়ের ছাত্রী-। আমি প্রতিদিন অনেক দূর থেকে আসি, নানা কারনের জন্য প্রতিদিন টিফিন আনা সম্ভব হয় না-। এহঁ কারণে আমাদের মহাশ্যালয়ের ক্যান্টিনে যদি নিরামিষ খাবারের ব্যবস্থা করা হয় তবে ধুও ভালো হত-।

অতএব, বিনীত আবেদন এহঁ যে, ক্যান্টিনে নিরামিষ খাবারের ব্যবস্থা করা বারিডি বস্বতেন-। আমার আবেদন মঞ্জুর করলে আমি আপনার কাছে বারিডি থাকব-।

নিবেদক-
আমি স্বপ্তা-
09/04/2019



To
The Principal
VIVEKANANDA Mahavidyalaya
SPIPally, Bardhaman
West Bengal, 713103

Date: 21/04/2019

Sub: Complaint Box -র জন আবেদন,

Sir, আমরা আপনার মহাবিদ্যালয়ের প্রধান কার্যালয়
ইন্সপেক্টর, আপনার আপনার নিকট একটি অভিযোগ উপস্থাপন করিতে চাই
এ, আমাদের মহাবিদ্যালয়ের অন্তর্ভুক্ত বিভিন্ন বিভাগস্থিত কোন
complaint box নেই, উক্ত কারণে আমরা ইন্সপেক্টর নিকট অভিযোগ
বা তথ্য অনুরোধ করিতে পারি না। আমাদের পছন্দ তথ্য মহাবিদ্যালয়ের
নিকট স্থানান্তরিত থাকিবে, মহাবিদ্যালয়ের নিকট আমাদের বিশেষ
অনুরোধ করা হয়, আপনি মনোযোগ করিয়া যদি প্রতিটি বিভাগে ইন্সপেক্টর
অনুরোধ জানানোর জন্য complaint box-র যত্ন রাখা করিয়া দেন
তাহলে আমরা আপনার নিকট কৃতজ্ঞ থাকিব।

শ্রীতি
বিশীল

প্রথম কার্যালয় ইন্সপেক্টর



NOTICE

A meeting of the Disciplinary, Anti-ragging and Grievance Redressal Committee will be held on 25.04.2019 at 2.30 PM in Old Seminar Hall to discuss the following agenda:

- i. Demand of more sports items.
- ii. Proper maintenance of cleanliness for girls' bathrooms.
- iii. Need separate bathroom for boys' PWD students.
- iv. Canteen cannot provide traditional veg food items regularly.
- v. Demand of complaint box in each department.

All the members are requested to attend the meeting.

16.04.2019
 Anant Gope 16/04/2019

Joint Conveners
Disciplinary, Anti-ragging and Grievance Redressal Committee

Counter signed by Principal
 Vivekananda Mahavidyalaya
 Burdwan
 Principal
 Vivekananda Mahavidyalaya
 Burdwan



Resolutions

The members present in the meeting agreed that few sports items would be purchased for the sake of student's interest. Principal would be informed regarding the daily cleanliness of girls' bathroom by the sweepers. Members present in the meeting unanimously agreed about the necessity of separate bathrooms for PWD students. The Committee members will apply a petition to the Principal for the construction of separate bathrooms for PWD boys and girls' student. Generally, the canteen authority is more interested in preparing modern food items. It is to be requested to supply at least one traditional veg food item on regular basis. Members agreed with their demand of separate complaint box in each department.

25.04.2019
 25.04.19

25/04/2019
 25.04.2019

25/04/2019

Kunal Chatteropadhyay
 25.04.2019

To,
The principal,
Vivekananda Mahavidyalaya
Burdwan - 713103

Sub: Need 'First Aid Box' in each
department.

Respected Sir,

I, Raju Sidai, the student
of Vivekananda Mahavidyalaya of English (Hons)
sem - II, would like to request you for the
need of first aid box in each department in
our college. As a student of your institution, I
have noticed the lack of easily accessible
medical supplies in case of emergencies. Having
a first aid box readily available can ensure
the safety and well-being of students and staff
in times of need.

I shall be highly obliged if you take
some prompt action to this matter.

Date - 17.05.19



Yours faithfully,
Raju Sidai

To
 The Principal
 Vivekananda Mahavidyalaya, Burdwan

বিষয় - শ্রীতন্ত্রাঙ্গন - অঙ্কন

মাননীয় মহাশয়,

আমরা আপনার মহাবিদ্যালয়ের অধুক্ত
 বিভাগের ছাত্রছাত্রী, আমাদের মহাবিদ্যালয়ে নকশা
 শ্রীতন্ত্রাঙ্গন আছে, যেখানে আমরা বিজ্ঞানী ও
 সর্জনপাঠের ক্ষেত্রে স্বাধীনভাবে ছাত্রছাত্রীরা মিলে
 বিভিন্ন প্রকল্পে অংশগ্রহণ করে, আমরা কার্টুন, চিত্রকর্ম
 প্রদর্শনী (ক্রীড়া, খেলাধুলা, লেখ-লেখ, দৌড় ইত্যাদি) -র
 মাধ্যমে পুঙ্খ মাছি। কিন্তু শ্রীতন্ত্রাঙ্গন অপরিচালিত থাকায়
 আমরা সুষ্ঠুভাবে শ্রীতন্ত্রাঙ্গন অংশ নিতে অসমর্থ
 পড়াছি।

তাই আমরা- মাছু আমরা বিশিষ্ট বিবেচনা
 যদি শ্রীতন্ত্রাঙ্গনটি পরিষ্কার-পরিচ্ছন্ন করে প্রদর্শনী
 উপস্থাপী করে দেন আমরা কৃতজ্ঞ হব।

Date: 20.05.2019

ইতি আমরা অক্ষয় চক্রবর্তী



- ① Jeet Mukherjee
- ② ~~Shubham~~ Ipsita Mishra
- ③ Ritika Bhoomik
- ④ Abhijit Sankar.
- ⑤ sanjit muemu.
- ⑥ Lakhmi Das
- ⑦ Usmita Tubdu
- ⑧ Mou Ghosh
- ⑨ Priyotosh karmakar

To,
The Grievance Redressal Cell
Vivekananda Mahavidyalaya
Burdwan

Sub:- Application for more facilities of books in
Departmental library of chemistry.

Dear sir,

I, Anka Prava Ghosh, a student of Dept.
of chemistry, Vivekananda Mahavidyalaya, Burdwan,
beg to state that the number of books in our
departmental library is not sufficient.

I hereby request you to arrange more
facilities of books in our departmental library,

Thanking you sir,

yours obediently,

Anka Prava Ghosh

Rd no. - 2, 3rd year
Hons. in chemistry

Date - 28.05.19



To
The Librarian
Vivekananda Mahavidyalaya, Buxidolan.

Sub:- Sought for comfortable environment
in the Reading Room

Sir,

I, Rakesh Gehash, a student of the Department
of Mass Communication for the session 2022-23
facing the problem in time of studying in the
Reading Room of the Central Library.

Please do needful for the betterment
of the Reading Room and oblige.

Thanking you,

Date:- 30.5.2019

With Regards

Rakesh Gehash

Sem - V

Roll - 662



To
The Principal
Virekamananda Mahavidyalaya, Burdwan.

Date - 05-06-2019

[Subj: - Starting of Bachelor of Physical Education Course.]

সহকারী =
আমাদের = নগদ আমাদে = প্রকল্প আমাদে
আমাদের = নগদ আমাদে Physical Education Course
এর জন্য আমরা জন-দায়িত্ব = প্রত্যেক নগদ =
আমাদের = জন আমাদে নিযুক্ত = আমাদে = নগদ
বিষয়টি যা আমাদে = নগদ = সেই আমাদে =
নগদ = নগদ = নগদ।

সেইসঙ্গে সহকারী = আমাদে =
নগদ আমাদে = নগদ আমাদে Physical
Education Course = নগদ = আমাদে
নগদ আমাদে = নগদ = নগদ।



স্বাক্ষর

1. Sumit Roychoudhury
2. Suprovit Mondal
3. Smriti
4. Souvik Patra

To,
The Principal,
Vivekananda Mahavidyalaya,

Sub: Central Bank of India - 00
Zero balance account 2150-
সোলা মাম তার আবেদন।

স্বশ্রদ্ধা,
আম্মার বিশিষ্ট নিবেদন এই যে, আমি বিবেকানন্দ
মহাবিদ্যালয়ে শিক্ষার্থী, Scholarship - এর আবেদন
করার জন্য আম্মার একটি zero balance account
এর প্রয়োজনে, Central Bank of India - 00
মাতে এই Account সোলা মাম তার সুবলোকিত
করিলে আমি উন্নয়ন হইব।

অতএব, স্বশ্রদ্ধা আম্মার এই নিবেদন
স্বশ্রদ্ধা করিয়া আম্মাকে বাবিত করিলেন।

নিবেদক,
স্বশ্রদ্ধা স্বশ্রদ্ধা
06. 07. 2019



To,
The Principal
Vivekananda Mahavidyalaya
Purba Bardwan.

Sub: অধিকৃত ক্লাসের লেড কন্সালার জন্য আবেদনপত্র।

মহাশয়,

আপনার নির্ণয় আমার তিনটি আবেদন অর্থাৎ,
আমি. Nimalya Koner, আপনার কলেজের
ডুপ্লোন বিভাগের একজন ছাত্র। আমাদের
বিভাগের ক্লাসরুটিন অনুযায়ী সর্বশেষ দিন আমরা
অধিকৃত ক্লাস করতে পারছি না (Theory-3টি, Prac-
4টি-২টি)। তখন আমরা অপ্রত্যাশিত নানান
সমস্যার সম্মুখীন হই।

সুতরাং, এই বিষয়ে হিস্ট্রিগোলে কলেজ সন্দ্বন্ধে এই দিনটিতে
ক্লাসের ক্ষমতা কম করার ব্যবস্থা করিলে আমি আপনার
অতি কৃতজ্ঞ হইব।

ইতি
Nimalya Koner
(09/06/2019)



NOTICE

A meeting of the Disciplinary, Anti-ragging and Grievance Redressal Committee will be held on 11.05.2019 at 3.30 PM in Teachers' Staff Room to discuss the following agenda:

- i. Demand of first aid box in each department.
- ii. Proper maintenance of two playgrounds.
- iii. Demand of more facilities of books in departmental library.
- iv. Need a comfortable environment of reading room in the library.
- v. Want Bachelor of Physical Education Course in the College.

All the members are requested to attend the meeting.

Banurdeb Ray 01.05.19

Joint Conveners *Ananta Gope* 01/05/2019
Disciplinary, Anti-ragging and Grievance Redressal Committee

[Signature]
Counter signed by Principal
Vivekananda Mahavidyalaya
Burdwan
Principal
Vivekananda Mahavidyalaya
Burdwan



RESOLUTIONS

In the meeting, present members unanimously resolved-----

- i. that first aid box should be kept in each department because it is useful in times of danger.
- ii. that the playgrounds should be well maintained.
- iii. that the demand of books in departmental library should be increased, as number of student has increased.
- iv. that the demand of comfortable environment of reading room in the library is the right demand of the student.
- v. that the new courses like Bachelor of Physical Education needs to be opened in the College.

Joint Conveners are requested to place all those matters to our Principal Sir as early as possible.

[Signature]
11.05.2019



[Signature] 11/05/2019
[Signature] 11/05/2019
[Signature] 11/05/2019
[Signature] 11/05/2019
[Signature] 11/05/2019
[Signature] 11/05/2019

NOTICE

A meeting of the Disciplinary, Anti-ragging and Grievance Redressal Committee will be held on 02.08.2019 at 3.30 PM in Teachers' Staff Room to discuss the following agenda:

- i. Can the college provide facilities of Zero balance account for the students in our Central Bank of India?
- ii. Too much class load in the department of Geography.

All the members are requested to attend the meeting.

Banwadeo Ray
02.08.19

Joint Conveners *Vrants Gope*
02/08/2019

Disciplinary, Anti-ragging and Grievance Redressal Committee

Counter signed by Principal
Vivekananda Mahavidyalaya
Burdwan
Principal
Vivekananda Mahavidyalaya
Burdwan



RESOLUTIONS

Principal Sir of our College is to be informed whether it is possible or not to provide facilities of Zero balance account for the students in our Central Bank of India. HOD of geography is to be requested to look into the matter.

Gops
2/08/2019

M...
2.08.19

Sh...
2.8.2019

S...
02.08.2019

S...
02.08.2019

Madhumita Bhattacharya
02/08/2019



TO

The principle,

Vivekananda Mahavidyalaya.

Bundwanj, 713103

SUB: Need proper maintenance of cleanliness
for boy's bathroom

Sir, It is a kind request to seek your attention to our college's boy's bathroom, our toilets are very dirty and untidy. Taps are leaking sometimes and taps are not working properly. Maintaining a hygienic environment is crucial for the well being and comfort of all boys. Bathrooms aren't cleaned regularly and have no provision of necessary resources.

I trust that you will give this matter the attention it deserves and take proper actions.

Sincerely,

Ayan Kundu

24.09.2019



ଆମନୀୟ - ଶ୍ରେଣୀକ ଅଧ୍ୟାୟ,
 ବିଲକ୍ଷଣକ - ଅଧ୍ୟାୟାଳୟ,
 ଗୋପୀନୀକମ୍ପୁଃ - ବିଲକ୍ଷଣକ - ଅଧ୍ୟାୟାଳୟ,
 ଧୂର୍ ଚଣ୍ଡିଆଳ,

ଫିନଂ - 713103

ତାରିଖ - 5/1/2022

ବିଷୟ :- ଶତ୍ରୋତ୍ତର - ଘାଣ୍ଟିକେ - ଆଶିବିକ - ଗୋପୀନୀକ
 ଶତ୍ରୋ - ଶତ୍ରୋ - ଗୋପୀନୀ - ଶତ୍ରୋ - ଶତ୍ରୋ

ଆମନୀୟ - ଶ୍ରେଣୀକ ଅଧ୍ୟାୟ

ଅଧ୍ୟାୟ - ବିଲକ୍ଷଣ - ବିଲକ୍ଷଣ - ଶତ୍ରୋ - ଶତ୍ରୋ
 ଗୋପୀନୀ - ଗୋପୀନୀ - ଶତ୍ରୋ - ଶତ୍ରୋ - ଶତ୍ରୋ
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ଶ୍ରେଣୀକ -
 ବିଲକ୍ଷଣ -
 ଶତ୍ରୋ - ଶତ୍ରୋ -
 ଶତ୍ରୋ - ଶତ୍ରୋ -

প্রতি,
মাননীয় অধ্যক্ষ মহোদয় সমীপে
বিশেষতঃ মহাবিদ্যালয়
শ্রীমতী, বর্ধমান,

বিষয় : প্রতিষ্ঠা দ্বন্দ্বদ্বারী জন্ম আলাদা
করে জে.এল.এস.এ. জন্ম আলাদা

অন্যান্য বিশেষতঃ

মহোদয়, আপনাদের নিকটে আমার বিনীত
আবেদন যে আমি, অক্ষয় পণ্ডিত, আপনাদের
মহাবিদ্যালয়ে স্বাধীন আনুষ্ঠানিক বিভাগের
দ্বন্দ্বী, আপনার মহাবিদ্যালয়ের শিক্ষক সভায়
২৯, অক্টোবর ১৯৬২, আপনার মহাবিদ্যালয়ে
অন্যত্র প্রতিষ্ঠা-দ্বন্দ্বদ্বারী বিভাগের বিভাগে
অন্তর্ভুক্ত, কিন্তু মহাবিদ্যালয়ে তাদের জন্ম
আলাদা করে জে.এল.এস.এ. নামের
অনুষ্ঠানিক সভাতে হয় কলকাতা কেন্দ্রীয়
সভায় তারা জে.এল.এস.এ. নামের নামের
অন্যত্র তাদের আলাদা জে.এল.এস.এ. নামের
নামের উল্লেখ করে।

অতএব মহোদয়, আপনাদের কাছে প্রার্থনা করছি
যাতে প্রতিষ্ঠা দ্বন্দ্বদ্বারী জন্ম আলাদা জে.এল.এস.এ. নামের
নামের, তাহলে আমি উল্লেখ করে। এর জন্য আপনাদের নিকটে
বিশেষতঃ আনুষ্ঠানিক।

তারিখ - ২৯/০৯/২০২২

বিনীত
অক্ষয় পণ্ডিত
দ্বিতীয় জে.এল.এস.এ.



To
The principal
Vivekananda Mahavidyalaya
Purna Bardhaman

তারিখ - 08/02/2022

বিষয় - স্নেহচিহ্ন স্বীকৃতি আইকোল স্টাডের জন্য অগ্রগতি

স্বাভাৱ স্মরণ,

স্বাভাৱ স্নেহচিহ্ন স্মরণ, উন্নতি উন্নয়নকে উন্নয়ন
চাই মে উন্নয়ন স্নেহ চিহ্নচিহ্ন স্মরণ, উন্নতি উন্নয়ন
স্নেহচিহ্ন স্মরণ স্বীকৃতি

স্নেহচিহ্ন স্মরণ স্বীকৃতি - স্বীকৃতি স্মরণ : উন্নতি উন্নয়ন
স্বীকৃতি স্মরণ স্টাডের স্বীকৃতি স্মরণ উন্নতি উন্নয়ন
স্বীকৃতি স্মরণ স্বীকৃতি স্মরণ স্বীকৃতি স্মরণ
স্বীকৃতি স্মরণ স্বীকৃতি স্মরণ স্বীকৃতি স্মরণ

স্নেহচিহ্ন স্মরণ স্বীকৃতি স্মরণ স্বীকৃতি স্মরণ
স্বীকৃতি স্মরণ স্বীকৃতি স্মরণ স্বীকৃতি স্মরণ

স্বীকৃতি স্মরণ
স্বীকৃতি স্মরণ



NOTICE

A meeting of the Disciplinary, Anti-ragging and Grievance Redressal Committee will be held on 17.02.2022 at 2 PM in Old Seminar Hall to discuss the following agenda:

- i. Proper maintenance of cleanliness for boys' bathrooms.
- ii. Separate sick room for girl students.
- iii. Separate bathroom for girl PWD students.
- iv. Separate cycle stand for girl students.

All the members are requested to attend the meeting.

M. S. Gope
11/02/22
Ananta Gope 11/02/2022
Joint Conveners

Disciplinary, Anti-ragging and Grievance Redressal Committee

S. S. G.
Counter signed by Principal
Vivekananda Mahavidyalaya
Burdwan



RESOLUTIONS

In the meeting it is unanimously resolved that Principal is to be informed to look into the matter so that the sweepers sweep all the bathrooms regularly and keep those bathrooms clean. Every member thinks that it is an urgent necessity to arrange separate sick room for girls' student. Furthermore, it is absolutely necessary for the construction of separate bathrooms for the PWD student of boys and girls in the campus. Girl students have already a separate cycle stand. As the space of cycle stand is small, it has to be enlarged elsewhere. Present members unanimously requested Joint conveners of Disciplinary, Anti-ragging and Grievance Redressal Committee to convey the matter to Principal as early as possible.

Kunal Chatterjee
17.02.2022

Gope
17/02/2022

S. S. G.
17/02/2022



To, The Principal
Vivekananda Mahavidyalaya, Burdwan

Date-15-03-2022

[Sub:- Indoor game এর জন্য ক্রিয়া আনুষ্ঠান
আবেদন পত্র]

স্বাক্ষর: আপনার কাছে আমাদের বিদিত আবেদন
এবং এর Indoor game খেলার জন্য এর
আনুষ্ঠান প্রয়োজন।

নিম্নে তা উল্লেখ করা হলঃ-

১। Carrom Board

২। Table Tennis

৩। Chess

৪। Ludo

অতএব, স্বাক্ষর উপরি উক্ত খেলার আনুষ্ঠান
মুন্সিব স্থাপনা করে দিলে আমরা আপনার
কাছে চিরকৃতজ্ঞ থাকব।

স্বাক্ষর

1. ~~Pr~~ Surajit Das
2. Tanagata Bose
3. Sowmy Dey
4. Subhojit Das



To,
The Principal,
Vivekananda Mahavidyalaya
Sripally, Purba Bardhaman

70 Sub. ⇒ need proper repairing and
maintainance of vending machine.

Respected Sir,

with due respect I beg to state
you that I, Debika Duari, Sem-I, student
of English (Hons.), requesting you to need
proper repairing and maintainance of
vending machine. I have noticed that
the vending machine has been consistently
malfunctioning and in need of proper
maintainance.

I shall be highly obliged
if you could provide an update on the
steps being taken to address this issue
and ensure that the vending machine is
in good working condition going forward.

Date - 09.04.2022

yours faithfully

Debika Duari



প্রতি,
মাননীয় অধ্যক্ষ মহাশয় সশ্রীসেতু
বিলকমল মহাবিদ্যালয়
শ্রীনগী, বর্ধমান।

বিষয়: M-301 স্নাতকস্বত্বের দুটি নামমা অচল অবস্থায়
রুমেছে, তার হেরামতির মত আবেদন পত্র

সকিনয় নিবেদন

মহাশয়, আপনার নিকটে আমার বিনিত আবেদন
এই যে, আমি সুজন দাস আপনার মহাবিদ্যালয়ের বাঙলা
সাম্প্রতিক বিভাগের ছাত্র। আমার বর্তমান বৃত্তিক সংখ্যা হল-৩৬০।
আমাদের M-301 নং স্নেহী বন্ধের দুটি নামমা অচল অবস্থায় রুমেছে,
প্রচলিত আদলের হাত থেকে পাঁচটে শুই দুটি নামমা হেরামতির প্রয়োজন।
দুটিনামমা হেরামতি করিয়ে দিলে ভালো হয়।

অতএব মহাশয় আপনার কাছে আমার একমুদ্রিত অনুরোধ
M-301 নং স্নেহী বন্ধের নামমা দুটি সারানোর ব্যবস্থা দি গ্রহন করে
আমাকে বাধিত করবেন। এরমত আপনার প্রতি কৃতজ্ঞতা প্রকাশ্যে।

বিনিত

তারিখ - ২৫.০৫.২০২২

সুজন দাস
দ্বিতীয় - সেমিস্টার, বাঙলা
সাম্প্রতিক



NOTICE

A meeting of the Disciplinary, Anti-ragging and Grievance Redressal Committee will be held on 13.07.2022 at 3PM in Teachers' Staff Room to discuss the following agenda:

- i. Demand of more space and sports equipments for indoor games and sports
- ii. Proper repairing and maintenance of vending machines.
- iii. Two fans not functioning properly in Room No. M301
- iv. Need maintenance of the roof of 3rd floor in main building on Lab-II of Geography department and room PG304

All the members are requested to attend the meeting.

Ananta Gope 8.7.22
Ananta Gope 08/07/2022
Joint Conveners



Disciplinary, Anti-ragging and Grievance Redressal Committee

[Signature]
Counter signed by Principal
Vivekananda Mahavidyalaya
Burdwan
Principal

Resolutions

Members present in the meeting resolved that they (Joint Conveners) will inform the matter to the Principal of our College that without the construction of new building it is impossible to increase the space for indoor games. Principal will be requested to employ vending machine mechanic, electric mechanic and masons for repairing the above.

[Signature]
12.07.22

[Signature]
13/07/2022



[Signature]
12/7/2022

[Signature]
13.07.2022
Madhusmita Bhattacharya
13/07/2022

Date-16-09-2022

To,
The Principal
Vivekananda Mahavidyalaya, Burdwan

Subj: [যেলাইলার স্মার্ত পরিষ্কার পরিচ্ছন্ন করার জন্য
আবেদন,]

স্বাক্ষর, আপনার কান্ডে আম্মাংকং ক্রান্তি আনন্দ
আম্মা কলেজের স্মার্তে যেলাইলা করি
কিন্তু যেলাইলার স্মার্তে যেলাইলার স্মার্তে পরিষ্কার
নেই, স্মার্তে আ ক্রান্তি প্রয়োজন আছে.

অতএব, স্বাক্ষর উপরি পক্ষ-কিষ্করিত-বিবেচনা করা
দেখে যেলাইলার স্মার্তে পরিষ্কার পরিচ্ছন্ন করে
দিলে আপনার কান্ডে আম্মা চিরন্তন
থাকব.



স্বাক্ষর

1. Sahajit Das
2. Tanugata Bose
3. Soumya Dey
4. Sabhojit Das

To,
The Grievance Redressal cell.
Vivekananda Mahavidyalaya.

Sub: Need more job oriented training programmes like
TES and other private-companies.

Respected Sir,

I am a student of BSc, 3rd year, Chemistry honours
in Vivekananda Mahavidyalaya. I am writing to address a
crucial concern regarding the need for more job-oriented training
programmes within our esteemed institution, Vivekananda Maha-
vidyalaya. I believe that incorporating such programmes is vital
for our academic and career development. In recent years, private
companies like TES and others have set remarkable examples by
offering job-oriented ^{training} programmes.

Therefore, I kindly request to you to take proactive
measures in addressing this issue. I appreciate ~~also~~ your attention
to this matter and look forward to seeing positive changes that
benefit us. Thank you for your time and consideration.

Date: 10/01/2023.

Yours sincerely,
Chirodeep Layek,
Sem V, Hon. in Chemistry



/ No.

~~Agenda~~ / Resolution Adopted

A meeting of the Disciplinary, Anti-ragging and Grievance Redressal Committee will be held on 24/01/2023 at 3.45 PM in Teachers' Staff room to discuss the following agenda:

- i. Maintenance of playgrounds from unwanted bushes.
- ii. Need more job oriented training programmes like TCS and other private companies in the college.

All the members are requested to attend the meeting.

Samudra Ray 24.01.23

Ananti Gore 24/01/2023

Joint conveners

Disciplinary, Anti-ragging and Grievance Redressal Committee

Counter Signed by Principal
Vivekananda Mahavidyalaya

Principal
Vivekananda Mahavidyalaya



Resolutions

Two playgrounds of our institution: one in Balidanga mouza and another in Jagatberh mouza are cleaned twice in a year. In spite of that bushes and shrubs have grown here and there which hinders smooth playing in the field. Therefore to make clean of the field Principal Sir is to be informed. Each year Career Counseling and Students Welfare Committee organized various job oriented programmes and seminars in our College. Members of the committee unanimously resolved that both the Joint Conveners will request to the Joint Conveners of Career Counseling and Student Welfare Committee to organize more job oriented workshops, seminars and programmes in the College.

24.01.23
Kusat Choudhary
24.01.2023

24/01/2023

24.01.23

24/01/2023



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VIVEKANANDA MAHAVIDYALAYA, BURDWAN

(GOVT. SPONSORED) □ ESTD-1964

P.O- Sripally ★ Dist- Purba Bardhaman ★ Pin-713103 ★ W.B

NAAC Re-Accredited (2nd cycle, B+ with PG in Chemistry)

No...../V.M.

Date:

From : Principal / Teacher-in-Charge & Secretary

INTERNAL COMPLAINT CELL

VIVEKANANDA MAHAVIDYALAYA, BURDWAN

Internal Complaint Cell (ICC) of Vivekananda Mahavidyalaya, Burdwan, was formed in 2018 in accordance with UGC Notification (Prevention, Prohibition and Redressal of sexual harassment of women employees and students in higher-education institutions Regulations, 2015).

OBJECTIVES of the ICC :

1. To ensure the college campus free from all kinds of gender inequality;
2. To ensure gender equality of women in relation to work;
3. To ensure safe working environment to women at the Institution;
4. To ensure protection, safety and security of women workforce;
5. To curb the possibility of any kind of sexual harassment and abuse;
6. To ensure Zero tolerance policy in matter of sexual harassment and abuse;
7. To create an environment in the college where a student, especially the girl student is safe and free to express.



Principal-In-Charge
Vivekananda Mahavidyalaya
Burdwan



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Existing Members of Internal Complaint Cell

| Sl.no. | Name of the Members | Designation | Post |
|--------|--------------------------|---------------------|-------------------|
| 1. | Dr. PallabiSil | Associate Professor | Presiding Officer |
| 2. | Dr. BarundebRoy | Associate Professor | Member |
| 3. | Dr. KusalChattayapadhyay | Associate Professor | Member |
| 4. | Prof. M.Bhattacharyya | Associate Professor | Member |
| 5. | Dr. Ahana Biswas | Associate Professor | Member |
| 6. | Dr. ChaitaliMondal | Assistant Professor | Member |
| 7. | Dr. SadhanMondal | Assistant Professor | Member |
| 8. | Dr.BiswajitChakrabarty | Associate Professor | Member |
| 9. | Sumita Sengupta | Librarian | Member |
| 10. | Pradip Hazra | Non-teaching Staff | Member |
| 11. | SudiptaMandi | Non-teaching Staff | Member |
| 12. | Purba Das | Student(Sem-II) | Member |
| 13. | Nirupam Gayen | Student (Sem-IV) | Member |
| 14. | Burdwan Foodies Club | NGO | External |
| | Member | | |



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STANDARD OPERATING PROCESS OF ICC

STEP– 1 Receiving complaint within 3 working days of the incident.

- a) Verbal or written or on-line complaint to ICC members;
- b) Acknowledgement receipt is given to the complainant.

STEP – 2 Initial review within 3 working days.

- a) The ICC reviews the complaint;
- b) Decides on interim measures; (if needed)

STEP – 3 Formal investigation (within 30 working days)

- a) Committee members conduct investigation;
- b) Interrogate complainant, respondent and witnesses;
- c) Collects evidences;
- d) Maintains confidentiality.

STEP – 4 Interim measures (As needed)

- a) Ensures no retaliation.

STEP – 5 Findings and recommendations

- a) Committee submits reports to the Principal.
- b) Recommendations for actions. (if needed)



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Date:

From : Principal / Teacher-in-Charge & Secretary

STEP- 6 Resolution and Follow-up

- a) College authority implements recommendations (if needed);
- b) Complainant is informed of the outcome;
- c) Monitoring and review.

STEP – 7 Additional guidelines which are followed:

- a) Maintains confidentiality throughout;
- b) Documents of all proceedings, evidences and findings are kept;
- c) Regular meeting of ICC members;
- d) Awareness programmes for Students;
- e) Review and revision of SOP in every year.



[Signature]
Principal-In-Charge
Vivekananda Mahavidyalaya
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No...../V.M.

Date :

From : Principal / Teacher-in-Charge & Secretary

REPORT FROM PRESIDING OFFICER

In accordance with the Govt. of India Gazette notification Part-II, Section-1, No.18, "The Sexual Harassment of Women at Work place (Prevention, Prohibition and Redressal) Act, 2013" Part-II, Section-4 of All India Council for Technical Education (Gender Sensitization, Prevention and Prohibition of Sexual Harassment of Women Employees and Students and Redressal of Grievances in Technical Institute) Regulation, 2016, The Internal Complaint Cell (ICC) has been reconstituted in Vivekananda Mahavidyalaya, Burdwan in the session 2018-2019.



[Signature]
Principal-In-Charge
Vivekananda Mahavidyalaya
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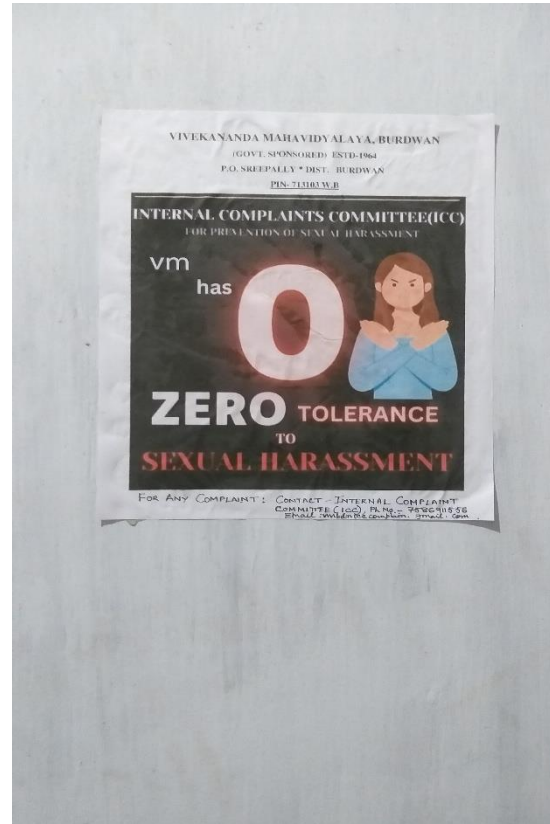
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Date :

From : Principal / Teacher-in-Charge & Secretary

Feel free to contact with ICC in case of any physical and mental harassment in the College premises.

Contact no. 7586930555/ 9475884592

E-mail to ICC- icc.vm.bdn@gmail.com



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Date:

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Some glimpses of activities accomplished by ICC

**VIVEKANANDA
MAHAVIDYALAYA,
BURDWAN**
(GOVT. SPONSORED) ESTD-
1964
**P.O. SREEPALLY *
DIST. BURDWAN**

**INTERNAL COMPLAINT COMMITTEE (ICC)
FOR PREVENTION OF SEXUAL HARASSMENT**



PIN- 713103 W.B



Principal-In-Charge
Vivekananda Mahavidyalaya
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No...../V.M.

Date:

From : Principal / Teacher-in-Charge & Secretary

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PIN- 713103 W.B

VIVEKANANDA MAHAVIDYALAYA, BURDWAN

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P.O. SREEPALLY * DIST. BURDWAN

PIN- 713103 W.B

INTERNAL COMPLAINTS COMMITTEE(ICC)
FOR PREVENTION OF SEXUAL HARASSMENT

TCSC
has **0**




**ZERO TOLERANCE
TO
SEXUAL HARASSMENT**

Report any unacceptable behaviour to ICC by
filing a complaint on www.tesc.edu.in
OR
Email us at tesciccomplaints@gmail.com



INTERNAL COMPLAINT COMMITTEE(ICC)
FOR PREVENTION OF SEXUAL HARASSMENT

**STAND AGAINST
SEXUAL
HARASSMENT**



Principal-In-Charge
Vivekananda Mahavidyalaya
Burdwan



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No...../V.M.

Date:

From : Principal / Teacher-in-Charge & Secretary

VIVEKANANDA MAHAVIDYALAYA, BURDWAN

(GOVT. SPONSORED) ESTD-1964

P.O. SREEPALLY * DIST. BURDWAN

PIN- 713103 W.B

INTERNAL COMPLAINT COMMITTEE(ICC)

FOR PREVENTION OF SEXUAL HARASSMENT



**ZERO TOLERANCE FOR
SEXUAL HARASSMENT**



Principal-In-Charge
Vivekananda Mahavidyalaya
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No...../V.M.

Date :

From : Principal / Teacher-in-Charge & Secretary



Principal-In-Charge
Vivekananda Mahavidyalaya
Burdwan