

Summary of the case with respect to [redacted] as on 25<sup>th</sup> Oct 2017

1. A complaint was received by ICC from [redacted] student of B Com(H) part 1 on 29 August 2017 against [redacted] student of BA(P) part 1 for harassing her with cheap looks along with some other boy.
2. Meeting of ICC was called on 1<sup>st</sup> Sept 2017 in this regard. Statement of [redacted] and her witness [redacted] student of BA(P) part 1 was taken. A video clip recorded by [redacted] was also submitted by her to ICC as an evidence of the incident.
3. Statement of [redacted] (Asst. Professor, department of Economics, MLNC) was also recorded in this regard on 1<sup>st</sup> Sept 2017.
4. [redacted] was identified by the copy of his ID card submitted to the Principal MLNC on the day of incident. He was summoned a letter to appear before the committee on 6<sup>th</sup> Sept 2017.
5. During the investigation, statement was taken from [redacted] and his witnesses namely [redacted] student of BA(P) part 1 and [redacted] student of BA(H) Sanskrit part 1.
6. For the investigation of the case, CCTV footage of the incident was requested verbally from the Principal of the college. The footage could not be provided because of the non working condition of the cameras at the place of incident on 29<sup>th</sup> August 2017. In the absence of footage, the reliance was placed on the video clip provided by [redacted] and the statement given by witnesses.
7. After investigation, it was found that [redacted] was not harassed intentionally by [redacted] himself but infect became a part of incident without any knowledge. The main accused seems to be the boy, present in the video with [redacted], could not be identified and traced.
8. On the request of [redacted], a statement of apology was taken from [redacted] for becoming a party to harassment of [redacted], even if was unintentional and made a promise to be careful in future.
9. [redacted] was kept under observation from 6<sup>th</sup> Sept 2017 till 24<sup>th</sup> Oct 2017. During this period no feedback regarding his objectionable behavior was received from the complainant against the respondent.
10. The statement of satisfactory action being taken by ICC against the respondent has been received from [redacted] on 25<sup>th</sup> Oct 2017 in the meeting of ICC and due information of completion of the case has been sent to the respondent.
11. Hence, this case is hereby completed and closed as on 25<sup>th</sup> Oct 2017.

Amelisa  
25/10/17.  
(Convener, ICC)

Singh  
25/10/17  
(Member)  
ICC

KLgh  
25/10/17

[Signature]  
25/10/17  
(Member)

Sauli Shalme.  
Saheli 25.10.17.

# Motilal Nehru College: Benito Juarez Marg: New Delhi-110021

Report of the completion of the case received on 29<sup>th</sup> August 2017.

25<sup>th</sup> October 2017

The Principal

MLNC

Sir

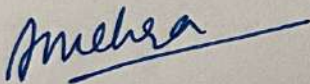
I hereby inform that a case of sexual harassment was received by ICC from [REDACTED] student of B Com(H) part 1 on 29 August 2017, has been completed and closed. The case was being investigated by ICC during a period from 29<sup>th</sup> August 2017 to 25<sup>th</sup> Oct 2017. The minutes of the meeting to this effect are enclosed hereby.

During this investigation, the committee had verbally requested you to provide CCTV footage of the incident on 1<sup>st</sup> Sept 2017. It was found that footage could not be made available because of non working condition of the cameras.

CCTV footage could have become a very important evidence in this case which did not become a possibility. It is therefore requested that proper maintenance should be done for CCTV system in future. Other infrastructural issues faced by the committee have also been mentioned in the minutes of the meeting held on 25<sup>th</sup> October 2017.

Following committee members were present:

Dr. Pragati Mehra, Associate Professor, Department of Commerce, Convener  
Sh Mahendra Singh, Assistant Professor, Department of Economics, Member  
Sh N K Sharma, Assistant, Administration, Member  
Ms Kaushar Jahan, Library Attendent, Member  
Mrs. Savita Sharma, Saheli, NGO Member



Convener ICC  
Dr. Pragati Mehra  
( Associate Professor,  
Department of Commerce)

# Motilal Nehru college: Benito Juarez marg: New Delhi-110021

Minutes of the meeting of the internal complaints committee (ICC) held on 25 Oct 2017 at 10.30am in the meeting room of the staffroom.

A meeting of the ICC was held on held on 25 Oct 2017 at 10.30am in the meeting room of the staffroom.

The following members were present:

- |  |          |                               |
|--|----------|-------------------------------|
| 1. Dr. Pragati Mehra<br>Associate Professor<br>Department of Commerce  | Convener | <i>P Mehra</i>                |
| 2. Sh Mahendra Singh<br>Assistant Professor<br>Department of Economics | Member   | <i>M Singh</i><br>25/10/17    |
| 3. Sh N K Sharma<br>Assistant, Administration                          | Member   | <i>N K Sharma</i><br>25/10/17 |
| 4. Ms Kaushar Jahan<br>Library Attendent                               | Member   | <i>K Jahan</i>                |
| 5. Mrs. Savita Sharma<br>Saheli, NGO                                   | Member   | <i>Savita Sharma</i>          |

The following decisions/ actions were taken:

- 1) The case of [REDACTED] was completed and closed with due satisfaction of the complainant.
- 2) The committee observed that college is not able to provide the basic infrastructure and support to the ICC as required by law:
  - a) Funds required to meet the expenses of the committee.
  - b) Funds for holding seminars and workshops for staff and students of the college.
  - c) Separate room for meetings and case hearings of the committee.
  - d) Laptop and printer.
  - e) Proper maintenance of CCTV system

*P Mehra*

*M Singh*  
25/10/17

*K Jahan*  
25/10/17

*Savita Sharma. (Saheli)*  
25.10.17.

It was decided that the committee will invite a legal adviser at the earliest to finalise the decision on the said case.

Shank

Shank

Shank

23rd July 2020

An online meeting of ICC (new committee formed) was held on 23<sup>rd</sup> March '20 and discussed the pending case. Following members were present.

1. Anu Priya Ghosh (external member) Anu Priya Ghosh
2. Shashi Tewari (P.O) Shashi
3. Kuntal Tamang Kuntal
4. Surinder Singh - Surinder
5. Yogesh Gupta Yogesh

We decided to have a meeting on 24<sup>th</sup> March at 11-30 Am in the college, in person. The members, all apart from the PO were new and were inducted into the college ICC and previous case documents/evidences present at hand, was discussed.

Shank

Yogesh

Surinder

Kuntal

24<sup>th</sup> July '20

A meeting of the Internal Complaints committee was held at 11.30 AM in the conference room. Following members were present.

1. Shashi Tewari
2. Anu Riya Ghosh
3. Surinder Singh
4. Yogesh Gupta

~~Shashi  
Anurupa Ghosh  
Kumar~~

✓

& Kuntal Tamang was present in the meeting online (video conference)

The committee first received a letter from the complainant stating the details of WhatsApp exchange between her & the defendant. This letter was received in continuation with her previous letter of March 16'20. The committee also reviewed WhatsApp communication between the complainant & defendant between 9<sup>th</sup> March & 16<sup>th</sup> March. The committee also looked into the response letter of defendant dated 18<sup>th</sup> March. The members of the committee agreed to speak to the complainant & the defendant in person before finalizing the decision. Mrs Kavita was called. Her statements were noted. She was very uncomfortable and felt threatened by the defendant. In her opinion the messages sent by the defendant were intentional as he did not delete them till at least 14<sup>th</sup> March when her husband first saw these messages.

Narration of Complainant:

(1) She stated that being the 'supervisory authority' of the respondent/defendant she has observed many lacunae

in his service. There are clear gaps in maintaining Protocols & Decorum. This actions are not up to the mark. His service file mentions all of them.

(2) She refers to a previous incident where the respondent has called up onto her as 'dick dick chere' as a remark he received from the complainant. She says that he is 'Batameez' and she also referred to many such incidents which is a generic behavior of the non-teaching staff members.

(3) Mentally, emotionally she is shaken. But felt that because she holds a senior responsible post she should take action and also pushed herself to file a complaint. She thanks the Covid situation which gives her an option to 'stay away'. She also received support from her husband and children.

(4) She feels extremely threatened. She says 'He is unapologetic and has never been reprimanded strictly for his behavior which needs to be addressed. She feels scared'.

(5) She refers - 'How can the message get downloaded unintentionally or by mistake, and delete it then one cannot download later, as per my understanding. Here we find that the respondent message / pornographic videos which were extremely 'bathhouse' as I couldn't watch even for over 10 secs' he

has sent, and not deleted them. ~~Is there no~~  
realisation? There was no apology - one message  
was received <sup>later</sup> on 16<sup>th</sup> March. He kept sending messages  
even after the 9<sup>th</sup> everyday! I still have the  
videos. It opens up on my phone and I feel  
~~un-~~ <sup>un-</sup> comfortable!

(6) She also shares, when asked by the committee  
members, how can her self dignity & safety be  
restored - She suggests: (a) Culture & behaviour  
of disrespect to ~~attorney~~ <sup>students</sup> especially women  
needs to be ~~addressed~~ <sup>addressed properly</sup>. (b) No way should such  
~~acts~~ / behaviour be allowed ~~or~~ <sup>to</sup>. This has to  
immediately addressed so that such threat  
does not exist. (c) Accountability have to be ensured  
by all employees / staff in gender sensitivity.  
'Why allow the damage to happen, it leaves  
a scar!'

One of the committee member also cited that  
there has been previous reports by the complainant  
on receiving sexual harassment from non-teaching  
staff (whom she informs) this has to be  
immediately dealt with. Compulsory training /  
more visible presence of ICE / strict action &  
accountability of the college authorities  
has to be assured.

→

Marsation of dependant:

The dependant Manoj was called for asking the details of the incident.

ICC सापेक्ष में श्री मनोज कुमार को अपना पक्ष रखने के लिए व्यापक रूप में सापेक्षित किया जिसके दौरान श्री मनोज कुमार ने एक लिखित कथन की प्रातिक्रिया सापेक्षित की जो दो सप्ताह साथ ही सापेक्षित द्वारा पुष्टि गार प्रश्नों के उत्तर में गिननालीखित बातें कही -

1) जब उनसे पूछा गया कि क्या आपका 9 मास में WhatsApp के मासिक-प्रदान की जानकारी है तो उनका उत्तर था हाँ किंतु साथ ही यह भी कहा कि उनकी दृष्टि में वह एक विडियो को हटा दिए थे। उनसे यह पूछा गया कि क्या आपने इसका वाक्यमय मोड माफी मांगी है तो उनका जवाब था कि वह डे डे था श्री मनोज कुमार से यह प्रश्न भी किया गया कि इस घटना के पूर्व इस महाविद्यालय परिसर में या इसके बाहर उनसे किच्छ इस प्रकृति कि की मोड शिमापत है तो प्रश्न उन्होंने संघ कि नहीं किंतु बाद में माना कि किसी एक लड़की के कारण उसके पिता ने उसके किच्छ पुलिस में शिमापत से थी जिसके कारण उसे कुछ वक्त जेल में भी रहना पड़ा। इसी घटना के दौरान श्री मनोज के अनुसार पुलिस इस महाविद्यालय में आई थी। श्री मनोज कुमार यद्यपि यह कहते रहे कि उनसे यह विडियो गलती से चला गया जिसके विषय में वह माफी मांगते हैं। जब श्री मनोज कुमार से पूछा गया कि क्या वह WhatsApp को इस्तेमाल करना जानते हैं तो उनका कथन था कि वो पिछले 3-4 साल से WhatsApp को इस्तेमाल कर रहे हैं किंतु जब सापेक्षित ने उन्हें अपने फोन पर 9 मास में हुई बातचीत



श्री २९१७ की वही श्री ३०११७ समीचीन शिकायत शिकायत शिकायत  
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The committee sends a letter to request the complainant to share her phone to view and download <sup>& save</sup> the videos referred by her in ~~the~~ her application. The videos will be used as evidence for the case.

After her consent, the committee accessed the videos sent by Manoj Kumar Singh to the complainant.

- Videos sent on March 9th 5:37:33 PM & Video sent on 9th March 5:37:34 PM both are pornographic videos exhibiting sexual intercourse.

- Two of the other videos sent on March 9th could not be downloaded as they were deleted by the sender. Similarly some more photos sent cannot be downloaded as they have been deleted by the sender.

The committee members discussed post review of the evidences at hand and discussion with complainant & respondent.

(1) Need for access to the personal file of the respondent to check if the any similar case has been filed against him (this doubt is generated ~~within the~~ when asked if he had any previous experience, to which he didn't give a satisfactory response).

(2) All members agree its a clear case of SHW @ the workplace and they would now deliberate and take action in the next meeting 28<sup>th</sup> July 11.00am.

Paul

Yes

James

~~Angus~~

28<sup>th</sup> July '20

A meeting of ICC was held on 28<sup>th</sup> July, 2020 at 11:00 am in the conference room of the college. Following members were present:

1. Shashi Tewari Shashi
2. Kuntal Tamang Kuntal
3. Yogesh Gupta
4. Surinder K. Singh Surinder

Ms. Anu Biya was present online Anu Biya

As requested by ICC in the previous meeting, personal file of Manoj K. Singh was reviewed and seen. There were many cases misbehaviours / misconduct, theft etc violating disciplinary rules. ICC noted that none of them was about sexual harassment.

ICC requested principal to provide MTS (multi tasking staff) rules and also asked whether Manoj K. Singh be demoted. Principal replied to ICC that Manoj's post (office attendant) is initial cadre post in hierarchy and that he can not be demoted.

ICC, then felt <sup>the need</sup> to ask Karita for earlier misbehaviours of Manoj towards her. She told the same things as were told in the 1<sup>st</sup> meeting. In the 1<sup>st</sup> meeting she ~~was~~ told that Manoj once taunted her saying 'टि - 2 का काम है' so, ICC asked her whether she had any evidence / witness for this event. But she couldn't provide any such

\* She couldn't even recall the actual incident to brief the  
when asked but just could remember the statement & how  
she felt.

evidence.


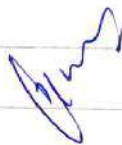
Committee then discussed about the past  
behavior of the defendant, <sup>to understand if that can be</sup> and decided he  
should be present, in person, with the  
mobile he used to send videos to  
the complainant, in the next meeting. \*

ICC decided to have a meeting  
on Friday, the 31<sup>st</sup> July '20 at 10.00 AM  
in the college & a letter was sent  
to Manoj (by hand) to be present on  
31<sup>st</sup> July '20. with <sup>requesting</sup> the mobile phone & necessary evidence.

\* Such that the necessary evidences if agreed by respondent  
could be submitted to the IC for their inquiry. The response  
could not share the evidences before.

Kunal.

Sh. P.



31<sup>st</sup> July '20

A meeting of Internal Complaints Committee was held on 31<sup>st</sup> July '20 at 10.00 Am in the conference room of the college. Following members were present.

1. Shashi Tewari Phul
2. Anu Priya Ghosh Anupriya Ghosh
3. Kuntal Tamange Kuntal
4. Yogesh Gupta Yogesh
5. Suinder Singh Suinder

The committee reviewed the earlier meeting's points. The defendant had not given a written statement for his defence. After deliberations & cross-examination All members agreed that it is a case of sexual harassment (severe). The defendant was called and asked about the whole incident he did from starting from the beginning (sheet attached <sup>ie 9th page</sup>).  
1) Manoj was asked what should he do in the future so that others be safe. He was told <sup>for which apologized with folded hands</sup> that his deed is an offence (and the offence is under IT act).

(2) Committee discussed that the content of crime is very severe and can have very serious consequences for the complainant and other staff women as well as for girl students. Also, on the basis of evidences & testimonies, the previous as well as the present committee concluded that it was not an act of human error and that he should be penalized immediately.

(3) This incidence has put the complainant in severe

mental and physical stress. She is continuously reliving the experience and committee is concerned about her psychological health and physical well being. The committee also took into consideration the physical threat the complainant is experiencing.

- (4) The ~~committee~~ <sup>complainant</sup> is also concerned about returning to her working role & position and establishing her working relationship with the staff without stress.
- (5) The complainant is traumatized and feels threat to her family, so, committee suggests to track the records of the defendant.

(6) The committee made a decision that the complainant and the defendant be not in a working relationship anymore. The committee further emphasized that the complainant and the defendant should not be in the same work space / campus.

(7) A letter was handed over to Sh. Manoj K. Singh, the defendant warning him not to contact the complainant until a decision is made by ICC.

13<sup>th</sup> Aug '20

An emergent meeting of ICC was held on 13<sup>th</sup> August '20 in Google-meet at 7.00 PM. Following members were present-

1. Dr. Shashi Tewari Shashi
2. Ms. Kuntal Tamang Kuntal
3. Dr. Yogesh Gupta
4. Mr. Suresh <sup>Singh</sup> Sharma
5. Ms. Anubhaya Ghosh Anubhaya Ghosh

- ① Ms. Kuntal raised a concern on how she was being questioned on the proceeding of this particular case by college members, which show that information on the case was leaked and there was a chance of the ICC being prejudiced.
- ② The similar experience was shared by other internal ICC members and Presiding Officer
- ③ Thus it was decided that ICC would continue to take this case as planned, though ~~they would~~ <sup>they will</sup> try to finish the inquiry and report <sup>drafting</sup> process at the earliest.
- ④ Further ICC also decided to inform the principle of this concern and request the <sup>circulation</sup> of the clarification of ICC's role and responsibility immediately.

15<sup>th</sup> August '20

An online (video conferencing) meeting of ICE was held on 15<sup>th</sup> August '20 in Google-meet at 9 PM. Following members were present.

1. Dr. Shashi Tewari Shd.
2. Mr. Kuntal Tamang Kuntal
3. Dr. Yogesh Gupta YGT
4. Mr. Surender ~~Singh~~ <sup>Singh</sup> Surender Singh
5. Mr. Anukriya Ghosh Anukriya Ghosh

(i) Discussion on the ICE report draft and comments were <sup>to be</sup> incorporated.

(ii) Revised <sup>draft</sup> to be circulated for comments.



18<sup>th</sup> August '20

A meeting of ICC was held in the conference room of the college at 10.30 PM. Following members were present.

1. Dr. Shashi Tewari Shel.

2. Dr. Yogesh Gupta Y.G.

3. Mr. Surender Singh S.S.

Discussion Point

(1) Revising the draft report based on comments received by the ICC.

20 August

An online meeting of IEC was held on 20<sup>th</sup> August in Google meet at 8.30 PM. Following members were present:

1. Dr. Sharli Tewari Sh. D.
2. Mr. Kuntal Tamang Kuntal
3. Dr. Yogesh Gupta Y. G.
4. Mr. Surender <sup>Singh</sup> ~~Sharma~~ S. S.
5. Ms. Analiya Ghosh Analiya Ghosh

(i) Discussion Points:

- (i) IEC Meeting proceeding and conclusion.
- (ii) It was decided draft to be revised and circulated via email to all members for comments.

20th August '20

An online meeting of ICC was held in Google meet at 6.00 PM. Following members were present-

1. Dr. Shashi Tewari Shashi
2. Ms. Kuntal Tamang Kuntal
3. Dr. Yogesh Gupta Yogesh
4. Ms. Surender Singh Surender
5. Ms. Anu Ruiya Ghosh Anu

(i) Discussion Points.

- (1) On the revised draft points of the report on the proceedings (fact check), Conclusion and recommendations of the inquiry.
- (2) It was decided that the members would meet in-person to finalise and approve the report on 28th August 2020 at 11am in the college premises.
- (3) Draft to be revised and circulated for comments amongst ICC members via email.

28<sup>th</sup> August

A meeting of ICC was held on 28<sup>th</sup> August '20 in the conference room of the college. Following members were present:

1. Dr. Shashi Tewari Shashi
2. Ms. Kuntal Tamang Kuntal
3. Dr. Yogesh Gupta Yogesh
4. Ms. Surender ~~Sharma~~ <sup>Singh</sup> Singh
5. Ms. Anubhaya Ghosh Anubhaya

(1) Discussion on the ICC report and finalisation was undertaken by the members.

(2) The report in the case of Ms Kavita Sharma against Sh Manoj Kumar was finalised and submitted to the Principal.

(3) It was decided to hold an online meeting in a week's time to discuss the functioning of the committee and to accordingly give recommendations to the Principal to facilitate the working of the committee.

15 January '21

dated 15<sup>th</sup> Jan '21

A complaint was received on 15<sup>th</sup> Jan '21, about the use of abusive words, against a student of BA(P) II year Utkarsh Gupta; by a student of BA(P) II year Ekta Bisnoi.

17 January '21

An online meeting of ICC was held on 17<sup>th</sup> January '21 at 5-30 pm. Following members were present -

1. Dr. Shashi Tewari Shashi
2. Ms. Kuntal Tamang Kuntal
3. Dr. Yogesh Gupta Yogesh
4. Ms. Kavita Sharma Kavita
5. Mr. Surender Singh
6. Ms. Anupriya Ghosh (external member of ICC) Anupriya Ghosh

The complainant's letter was put before the committee and a discussion among members was held. Committee decided that Ekta (the complainant) should be present in the meeting to put her case. She was allowed <sup>to join</sup> in the meeting. She narrated the whole things that made her to file a complaint against the respondent. (recorded)

The committee decided that the respondent should also be called in the next meeting for keeping his side. Hence the committee decided to meet on 20<sup>th</sup> January '21 either at 9.00 am or 3.00 pm whatever time <sup>would</sup> suits the respondent.

Recorded)

20<sup>th</sup> January

An online meeting of ICC was held at 3:00 pm.  
Following members were present:

1. Dr. Shashi Tewari Shashi
2. Dr. Yogesh Gupta Yogesh
3. Mr. Kuntal Tamang Kuntal,
4. Mr. Kavita Sharma Kavita
5. Mrs. Anupriya Ghosh Anupriya

Committee decided to let Uttkarsh to put his case.  
He told that he downloaded some Apps for Academics  
etc and that his phone was hacked and unwanted  
messages were being sent to various persons  
including his family members.

He named Akash, his schoolmate & his maternal  
uncle received messages about refund of loans etc.  
One of the members of ICC asked him how this  
impacted him & whether he thought of complaining  
about all that was happening. Then he told  
that a teacher / colleague of him suggested that  
he should delete the downloaded Apps and  
that then he deleted these Apps. Then afterward  
things normalized.

He was asked to submit as many evidences  
as he can, for whatever he narrated.

25<sup>th</sup> Jan'y '21

An online meeting of ICC was held on 25<sup>th</sup> January at 3:00pm. Following members were present

1. Dr. Shashi Tewari Shashi
2. Mr. Kuntal Tomang Kuntal ..
3. Mr. Kavita Sharma K
4. Ms. Anupriya Ghosh Anupriya

ICC revealed that as the ongoing complaint involve sexually loaded word, it must be handled in ICC itself. Committee decided that the next meeting should be a physical meeting.

It was decided that firstly, Uttank (the respondent) should be talked to in the meeting and then Aracy, a friend of Ekta (the complainant) should be asked about whatever happened <sup>with messages/calls <sup>sent</sup> to Uttank</sup> and then Ekta would be talked to in the meeting.

It was decided that the next meeting would be held on 29<sup>th</sup> January '21 (Friday) at 11:00 am in the college and that all complainant and respondent together with others who recieved unacceptable messages/calls from Uttank ~~phone~~ should bring their phones/<sup>screenshots</sup> in which such messages were recieved.

29 Jan

A meeting of ICC was held on Friday at 11:00 am in the college. Following members were present:

1. Dr. Shashi Tewari Shashi
2. Dr. Yogesh Gupta Yogesh
3. Mr. Kantar Tamang Kantar
4. Mr. Kavita Sharma Kavita
5. Mr. Surinder Singh Surinder
6. Mr. Anupriya Bhasin Anupriya

The respondent, Utkarsh was called in the meeting and asked whether he sent the messages himself or it was sent when the phone was hacked.

He accepted that he sent messages to Gray as she is a good friend of his and that he was drunk later on, when he realised that he had sent abusive language, he made several calls to Gray.

When asked for Elita, he accepted that the messages were sent by mistake unintentionally. Then, ICC asked him for showing his phone for which he gave his consent. ICC looked at the whatsapp phone settings of his phone while he was in the meeting room. Then his phone was returned to him sight this.

Committee asked him to give his statements in writing which he wrote and submitted to ICC.



Based on cross examination of Vtkarsh and looking at his phone, the ICC rejected his earlier statements given. The statements given in today's meeting were accepted and it was decided not to pursue investigation on previous ones.

Then, Elata was joined online <sup>telephonically</sup> and and was informed that the respondent is apologizing for his act and giving assurance that he would never repeat such things in future.

(Recorded)

5th February

An online meeting of ICC was held on 5th February '21 at 3.30 pm. to discuss further course of action in the ongoing case. Following members were present:

1. Shashi Tewari Shashi
2. Kuntal Tamang Kuntal
3. Kavita Sharma
4. Anupriya Ghosh Anupriya

Kuntal recollects, in detail, previous meetings discussion. She & Anupriya gave many suggestions.

Then ICC noted that the complainant needs the apology letter of respondent and a meeting with the respondent (through ICC) in a form to have interaction.

ICC needed to talk to Ekta, so she was allowed to join the meeting as ICC thought that she shouldn't be uncomfortable.

Committee asked her the reason why she actually, cannot come to college for this case to which she said that she had not talked about this case to her parents. ICC member asked, if some teacher call her to come to college, then she can tell her parents for what she have to go to college for which she agreed. ICC asked her, the day comfortable to her to come to college. So, the day for next meeting with Ekta (in-person) is decided on 7th Feb'21.

7<sup>th</sup> February '21

An online meeting of ICE was to be held on 7<sup>th</sup> February '21 at 7:00 pm. Due to the reason that quorum was not complete, the meeting was adjourned and was postponed to Tuesday, the 9<sup>th</sup> February '21 at 4:00 pm.

(Recorded)

9<sup>th</sup> February

An online meeting of ICC was held Tuesday, 9<sup>th</sup> February 2021 at 4:00 PM. Following members were present.

1. Shashi Tewari *Shashi*
2. Kuntal Tamang *Kuntal..*
3. Kavita Sharma *K*
4. Surender Singh *S*
5. Yogesh Gupta *Y*

ICC decided that an online conversation would be organised between the complainant and the respondent since ICC as such cannot send a letter to her as she has not told anything about this case to her parents.

ICC also communicated to Gray, as she had also received unwanted messages and calls. She was asked whether she is interested in filing a complain against the respondent. But since the respondent is the same person as in case of Ekta, the complainant, she refused for complaining.

18<sup>th</sup> February '21

(Recorded)

An online meeting of SCC was held on 18<sup>th</sup> February '21 (Thursday) at 7:30 pm. Following members were present:

1. Shashi Tewari Shashi
2. Yogesh Gupta Yogesh
3. Kavita Sharma Kavita
4. Anupriya Ghosh Anupriya Ghosh
5. Kuntal Tamang Kuntal
6. Surinder Singh Surinder

19th Feb

A meeting of ICC was held in the conference room of the college on 19th February 2021 at 11:30 am. Following members were present

1. Shashi Tewari *Sh*
2. Anupriya Ghosh *Anupriya Ghosh*
3. Yogesh Gupta *Y*
4. Kuntal Tamang *Kuntal*
5. Kanika Sharma *KP*
6. Surande Singh

There was discussion among the members.

The respondent was present physically.

Two of the ICC members Dr. Yogesh Gupta and Mr. Kuntal Tamang were asked to act as mediator between the complainant and respondent.

The complainant was joined online and had communication with the respondent.

The respondent then apologized for his deeds and she was satisfied and thanked ICC for it.

... ..

- 1. ... ..
- 2. ... ..
- 3. ... ..
- 4. ... ..

... ..

... ..

to say her to unblock him. Then she unblocked  
and talked him that she didn't want to talk  
to him for full day etc. She also mentioned  
Mikhail mailed in her mother's phone.

ICC asked the complainant what did she want.  
She replied that he should not do such things  
and that he should not send her photographs to  
others and that ICC must deal  
'according' to its rights.

Committee decided that mail should  
sent to the respondent about his reaction  
about the complained things and should be  
not to meet / contact the complainant in  
any way. It was also decided that the complainant  
should re-send her complaint in detail  
mentioning all things and with dates which  
she remembered.



19<sup>th</sup> March '21

An online meeting (recorded) of ICC was held on 19<sup>th</sup> March 2021 at 3:00pm. Following members were present.

1. Shashi Tewari
2. Yogesh Gupta ✓✓
3. Kavita Sharma
4. Surender Singh

Committee discussed & reviewed previous case for which report to be submitted. All members agreed that the report is ok & has to be finalised accordingly with some corrections and properly writing. Then about recommendations

- ① Students must be made aware of ICC.
- ② ICC and WDC jointly can ...
- ③ Students members must be included as ICC members.
- ④ There should be a notice for teaching staff to tell their students about ICC in individual classes.
- ⑤ Some students must act as volunteers to note the unwanted (misbehaviours) & ...

Then committee talked about the present ongoing case. The respondent, Nikhil Adani was joined in the meeting. He was asked to put his case. He told the complainant is Admit of BAP group for Hindi, Pol. Sc. etc. and any problem of ongoing classes could be

discussed with her. He told the committee that he asked her where did she ~~stay~~ from. Then she told the name of the village she belonged and he said that his maternal aunt is from village etc.

When asked he used to call her many times in a day, he replied that he had to submit the assignment <sup>of class</sup> and that was not being loaded, ~~inspite~~ of trying many times, ~~so~~ so he called her as she had all information & the teacher told her to approach her.

He said his admission was of 8th list & classes were started earlier, so he had to ask for the syllabus covered earlier.

He was warned that the present case is that of stalk and he, being an adult, had to face it as inspite of refusing to talk to her (the complainant) he did the same <sup>even</sup> after she blocked her phone.

Again, he got photo of the complainant inspite of the fact that she refused him many times that he was doing wrong as that was a cyber-crime. Also he <sup>mailed</sup> (send) messages in her mother's phone (e-mail).

He was asked why he was trying to get her phone unlocked by saying to his classfellows (Manan, Abhishek) and to seniors etc.

He was told that he should mention all things with details in written and submit to ICC (via mail).

25<sup>th</sup> March '21

A meeting of ICC committee was held on 25<sup>th</sup> March 2021 (Thursday) at 11:30 am in the conference room of the college. Following members were present:

1. Shashi Tewari Shul
2. Kavita Sharma JCS
3. Yogesh Gupta YAG
4. Surender Singh
5. Anupriya Ghose (joined online)

Committee members discussed the points put in the report systematically and corrected them wherever needed (of Ekta - Utkarsh case)

Then members went through the letter/statements submitted by the respondent in the present ongoing case of Riyanika Deelha. The members decided to ask Riyanika what did she want. <sup>She was joined in the meeting.</sup> She wanted that the respondent should not repeat these things in future and that the photographs of her should not be shared with anyone. The respondent had apologized the complainant and had also assured that he would not give a chance of complaint in the future.

13th April

A meeting of ICC was held on 13th April '21 in the college at 11-30 am following members were present:

1. Ms. Karita Sharma ICP
2. Dr. Shashi Tewari Pres.
3. Mr. Surinder Singh Pres.
4. Dr. Yogesh Gupta