



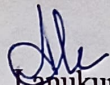
DON BOSCO COLLEGE, KOHIMA

Affiliated to Nagaland University

Date 28th February 2022

NOTICE

This is to inform to all the DBCK Sexual Harassment committee members that there will be a meeting on 3rd March 2022 after the class at college conference hall. Therefore, your valuable presence and suggestions is highly anticipated.


Dr. Lanukumla
Convener

Sexual Harassment Cell, DBCK

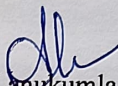
f.p. J...
Principal
Don Bosco College
P.B. - 430
Kohima-797001 Nagaland

REPORT ON SEXUAL HARASSMENT CELL

As notified on 28th February 2022, Don Bosco College Kohima, Sexual Harassment Committee held its first meeting on 3rd March 2022 at College conference hall. The meeting was chaired by Dr. Lanukumla, Convener of the Committee at college conference hall.

The following are the minutes of the meeting

1. Since the inception of the college no complains/ incident took place.
2. To conduct meeting every semester.


Dr. Lanukumla
Convener
Sexual Harassment cell



F.P. Sankar
Principal
Don Bosco College
PB - 430
Kohima-797001 Nagaland



Don Bosco College, Kohima
Sexual Harassment Cell

Ref.no.DBCK/SHC/1/22

Date: 15-07-2022

Notice

All the members of the Sexual Harassment Cell are requested to attend the meeting of Sexual Harassment Cell scheduled on 15th July, 2022 at 1:30 P.M in Room-S1, Don Bosco College Kohima.

The agenda of the meeting are:

- i. Highlights on Sexual Harassment Cell concerning NAAC
- ii. Discuss on the Policies of Sexual Harassment Cell
- iii. Discuss on the upcoming workshop on Sexual Harassment

Copy to:

1. Dr. Tovika Swu
2. Mrs. Zavelu Kezo
3. Mrs. Jarani Mao
4. Students Form

J. P. Jaisankar
Principal
Don Bosco College
PB - 430
Kohima-797001 Nagaland

Don Bosco College, Kohima

Sexual Harassment Cell

Report on Research Cell Meeting, 15th July, 2022

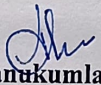
The Sexual Harassment Cell, Don Bosco College Kohima held a meeting on 15th July, 2022 at 12:00 Noon in Room-S1. The meeting was attended by members of the Sexual Harassment Cell, DBCK.

The meeting began with a prayer pronounced by Mrs. Jarani Mao, Member Sexual Harassment Cell, DBCK. The agenda of the meeting - highlights on Sexual Harassment Cell concerning NAAC, discuss on the Policies of Sexual Harassment Cell, discuss on the upcoming workshop on Sexual Harassment was read out by the Convener and this was followed by discussion.

The members decided the following:

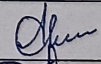
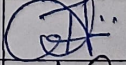
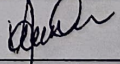
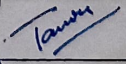
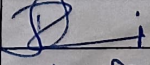
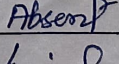
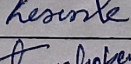
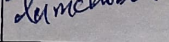
- Submit all the reports/documents related to NAAC
- The Policies of Sexual Harassment Cell was discussed and made final
- Dr. Lanukumla was suggested to be the resource person for the upcoming workshop on Sexual Harassment

Attached: i) Geo tag photo of the meeting
ii) Attendance Slip


(Dr. Lanukumla Ao)
Convener, Sexual Harassment Cell
DBCK

f.s. - Juvak
Principal
Don Bosco College
PB - 430
Kohima-797001 Nagaland

MEETING ATTENDANCE

SL. No.	NAME	DESIGNATION	SIGNATURE
1	Dr. Lanukumla Ao	Convener (Department of History)	
2	Ms. Tsutshowe-ü Sekhamo	Faculty Member (Department of History)	
3	Dr. Toshimenla	Faculty Member (Department of English)	
4	Dr. Tovika Swu	Faculty Member (Department of Political Science)	
5	Ms. Rokovinuo	NCC ANO	
6	Ms. Zhokholii Ritse	Administrative Staff	
7	Ms. Kesinle	Student Rep. Dept. of Education (6th Sem)	
8	Ms. Tumchobeni	Student Rep. Dept. of History (4th Sem)	

DON BOSCO COLLEGE, KOHIMA
SEXUAL HARASSEMENT CELL
Estd : 2021

Annual Report, 2021-2022

The Sexual Harassment Cell, Don Bosco College, Kohima, organised an online poster competition on 11th October, 2021 based on the theme **Know Your Part Do Your Part**. The objective of the competition was to promote sexual awareness and sexual violence prevention.

Dr. Lanukumla Ao, Convenor, Sexual Harassment Cell was the resource person for a **Workshop on Sexual Harassment** organized by the Science Block, Don Bosco College, Kohima on 19th July, 2022.

There is no reported case of sexual harassment at Don Bosco College, Kohima for the academic year 2021-2022.

Reporter,



(Dr. Lanukumla Ao)
Convenor
Sexual Harassment Cell,
Don Bosco College, Kohima

f. p. Jaiswal
Principal
Don Bosco College
PB - 430
Kohima-797001 Nagaland

**GOVERNMENT OF NAGALAND
OFFICE OF THE DEPUTY COMMISSIONER
KOHIMA: NAGALAND**

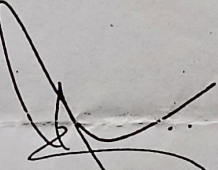
CIRCULAR
Dated Kohima, the ^{August} 2nd July 2023

NO.DCK/DEV/WD/181/2015 (Pt-1) 3458/// This Circular is issued in pursuance of National Commission for Women, Government of India letter No. DOWCD/E/2022/03298 dated 18th July 2023 regarding setting up of Internal Committee (ICC) under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) (POSH) Act, 2013 in Schools/colleges/Coaching Institutions.

In this regard, all Colleges/Schools/Coaching Institutes under Kohima district is hereby directed to set up Internal Committee under Section 4 (2) {excerpt enclosed} of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) (POSH) Act, 2013.

Further, the action taken report/members of the committee should be submitted to this office through email (dckma-ngl@nic.in) and hardcopy on or before 14th August for onward submission.

(Enclosed: As stated)


SHANAVAS C, IAS
Deputy Commissioner
Kohima: Nagaland

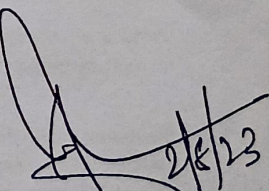
NO.DCK/DEV/WD/181/2015 (Pt-1) ___ ///

Dated Kohima, the July 2023

Copy to:

1. All the Admin Officers for information and necessary action.
2. The District Education Officer, Kohima for information and necessary action.
3. All the SDEO and AEO for information and necessary action.
4. All Private/Govt. colleges for information and necessary action.
5. All Private/Govt. schools for information and necessary action.
6. The President, All Nagaland Private School Association Kohima Unit for information and necessary action.
7. PCAN Kohima unit for information and necessary action.
8. All Coaching Institutes/Training Institute, Kohima for information and necessary action.
9. _____ for information and necessary action.
10. DPRO for information and wide publicity.
11. Office copy.

Don Bosco College.


SHANAVAS C, IAS
Deputy Commissioner
Kohima: Nagaland

(vi) a dwelling place or a house,

(p) "unorganised sector" in relation to a workplace means an enterprise owned by individuals or self-employed workers and engaged in the production or sale of goods or providing service of any kind whatsoever, and where the enterprise employs workers, the number of such workers is less than ten.

Prevention of
sexual
harassment

3. (1) No woman shall be subjected to sexual harassment at any workplace.

(2) The following circumstances, among other circumstances, if it occurs or is present in relation to or connected with any act or behaviour of sexual harassment may amount to sexual harassment. -

- (i) implied or explicit promise of preferential treatment in her employment; or
- (ii) implied or explicit threat of detrimental treatment in her employment; or
- (iii) implied or explicit threat about her present or future employment status; or
- (iv) interference with her work or creating an intimidating or offensive or hostile work environment for her; or
- (v) humiliating treatment likely to affect her health or safety.

CHAPTER II

CONSTITUTION OF INTERNAL COMPLAINTS COMMITTEE

Constitution
of Internal
Complaints
Committee

4. (1) Every employer of a workplace shall, by an order in writing, constitute a Committee to be known as the "Internal Complaints Committee":

Provided that where the offices or administrative units of the workplace are located at different places or divisional or sub-divisional level, the Internal Committee shall be constituted at all administrative units or offices.

(2) The Internal Committee shall consist of the following members to be nominated by the employer, namely:

(a) a Presiding Officer who shall be a woman employed at a senior level at workplace from amongst the employees:

Provided that in case a senior level woman employee is not available, the Presiding Officer shall be nominated from other offices or administrative units of the workplace referred to in sub-section (1):

Provided further that in case the other offices or administrative units of the workplace do not have a senior level woman employee, the Presiding Officer shall be nominated from any other workplace of the same employer or other department or organisation.

(b) not less than two Members from amongst employees preferably committed to the cause of women or who have had experience in social work or have legal knowledge;

(c) one member from amongst non-governmental organisations or associations committed to the cause of women or a person familiar with the issues relating to sexual harassment

Provided that at least one half of the total Members so nominated shall be women

(3) The Presiding Officer and every Member of the Internal Committee shall hold office for such period, not exceeding three years, from the date of their nomination as may be specified by the employer

(4) The Member appointed from amongst the non-governmental organisations or associations shall be paid such fees or allowances for holding the proceedings of the Internal Committee, by the employer, as may be prescribed

DON BOSCO COLLEGE, KOHIMA

Affiliated to Nagaland University

To,

The Deputy Commissioner,
Kohima, Nagaland.

Date: 08/08/2023

Subject: National Commission for Women - Submission of Report/ Members of Internal Committee under Sexual Harassment of Women at Workplace-Reg.

Respected Sir,

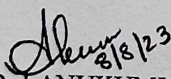
Pursuant to letter No. NO.DCK/DEV/WD/181/2015 (Pt-1)3458/// dated the 2nd August 2023, the undersigned is directed to state that Don Bosco College, Kohima (DBCK) has already set up an active Sexual Harassment Cell of the college since 2022. The institution follows its own policy which was framed in accordance to circular issued by the University Grants Commission (UGC).

Till date the institution has not encountered any cases of Sexual Harassment.


As per the instruction given in the circular, the college is hereby submitting the Internal Committee Members as mentioned in Section 4 (2).

Enclosed Document: Internal Committee Members List

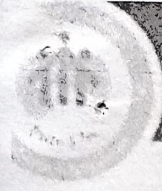
Sincerely Yours,


(DR. LANUKUMLA AO)
Presiding Officer
Sexual Harassment Cell
Don Bosco College, Kohima
Email id: akumlalongchar978@gmail.com
Contact No.: 9856792514

f.p. Smith
8/8/23
Principal
Don Bosco College
PB 430
Kohima-797001 Nagaland



f.p. Smith
Principal
Don Bosco College
PB - 430
Kohima-797001 Nagaland



DON BOSCO COLLEGE, KOHIMA

Affiliated to Nagaland University

Internal Committee Members

1. Presiding Officer

Dr. Lanukumla Ao
Assistant Professor, DBCK
Email id: akumlalongchar978@gmail.com

2. Members from the Employees

- a) Mrs. Jarani Mao
Assistant Professor, DBCK
Email id: jaranikint@gmail.com
- b) Dr. Toshimenla
Assistant Professor, DBCK
Email id: toshimenkichu@gmail.com

3. Member from Non-Governmental Organisation

Myinthunglo M Lotha
District Co-ordinator
The Birds and Bees Talk
TBBT, Plan India



F.P. Sumish
Principal
Don Bosco College
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