

## Internal Complaints Committee

### Composition:

Sr.no.	Name of the person	Designation/Role	Contact Number
1.	Dr. Sujata Khadilkar	Presiding Officer	9819556562
2.	Mr. Nitin Mohod	Member	9820902462
3.	Ms. Smita Angane	Member	9969008863
4.	Ms. Vaishali Kharat	Member	8655383003
5.	Mr. Rajesh Manjale	Member	9869267287
6.	Ms. Rashmi Kanade	Member	9869699472
7.	Ms. Varsha Bhosale	NGO Representative	9833208302
8.	Ms. Sachi H. Poddar	Student Representative	9867795235
9.	Ms. Neha Shaikh	Student Representative	9833187447
10.	Ms. Trinita Pinto	Student Representative	9867821705

The Internal Complaints Committee (ICC) of the institution was constituted as per University Grants Commission (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015.

### Objectives & Role of ICC:

The ICC is committed to creating a campus free from discrimination, harassment, retaliation or sexual assault.

The ICC is committed to zero tolerance policy towards sexual harassment.

The ICC aims at creating awareness among all the stakeholders of the institution an awareness regarding what constitutes a sexual harassment including hostile environment. The ICC aims to conduct awareness program every year.

Board displaying the composition and contact details of ICC is placed at conspicuous spaces in the college premises.

ICC members are oriented towards the role, functions of ICC and inquiry procedures to be carried out when a case of sexual harassment is filed with the ICC as per the UGC Regulation, 2015.

The ICC has to submit its annual report containing the number of sexual harassment cases it was approached with, number of cases redressed and number of cases pending. It must also contain details of awareness program conducted by ICC during the year.

**Extract from the University Grants Commission (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015, regarding what amounts to an act of sexual harassment:**

(k) "sexual harassment" means-

(i) "An unwanted conduct with sexual undertones if it occurs or which is persistent and which demeans, humiliates or creates a hostile and intimidating environment or is calculated to induce submission by actual or threatened adverse consequences and includes any one or more or all of the following unwelcome acts or behaviour (whether directly or by implication), namely;-

- (a) any unwelcome physical, verbal or non verbal conduct of sexual nature;
- (b) demand or request for sexual favours;
- (c) making sexually coloured remarks
- (d) physical contact and advances; or
- (e) showing pornography"

(ii) any one (or more than one or all) of the following circumstances, if it occurs or is present in relation or connected with any behaviour that has explicit or implicit sexual undertones-

- (a) implied or explicit promise of preferential treatment as quid pro quo for sexual favours;
- (b) implied or explicit threat of detrimental treatment in the conduct of work;
- (c) implied or explicit threat about the present or future status of the person concerned;
- (d) creating an intimidating offensive or hostile learning environment;
- (e) humiliating treatment likely to affect the health, safety dignity or physical integrity of the person concerned;