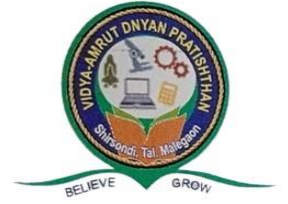




**Vidya-Amrut Dnyan Pratishthan's**  
**Arts, Science & Commerce College, Shirsondi**  
**Tal: - Malegaon, Dist: - Nashik 423208.**  
*(Affiliated to Savitribai Phule Pune University, Pune)*



## **Internal Compliance Committee**

### **Introduction:**

The Women Redressal Cell addressed also as Anti-sexual harassment committee was established in Arts, Commerce and Science College, Shirsondi in the year 2022-2023 under the chairmanship of Principal Dr. R. B. Dhande.

The aim of this committee was prevention, prohibition and redressal of sexual harassment of non-teaching or teaching women employee and student of the college. The committee was established in the college as per the norms of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, promulgated by the Government of India on 9<sup>th</sup> December 2013 after the Nirbhaya incident, 2012. In accordance with the Act, the Concerns Committee shall be responsible for resolving employee concerns and ensuring that they are handled in a timely manner. Outside the Women's Development Cell office in the college, complaint boxes have been set up for filing complaints.

### **❖ Objectives:**

The objectives of the Internal Complaints Committee are as follows:

1. To offer students, female faculty members, and other campus workers a friendly, secure, and impartial environment.
2. To apprise complainants of available legal options for resolving their issues.
3. To guarantee prompt, impartial handling of sexual harassment claims.
4. To spread knowledge about sexual harassment to pupils of both genders through educational programmes that supports the development of an impartial and secure campus environment.

❖ **Committee members of ICC**

<b>Sr. No.</b>	<b>Name of Member</b>	<b>Designation</b>	<b>Email Id</b>	<b>Mobile No</b>
1	Dr. R. B. Dhande	Chairman	rdhande834@gmail.com	9028961709
2	Miss. M. P. Patil	Presiding Officer	mohinipatil4433@gmail.com	8208872042
3	Mr. C. D. Pawar	Faculty Representative (Male)	chetanpawar966584@gmail.com	9665843931
4	Miss. D. T. Pawar	Faculty Representative (Female)	dipalipawar8181@gmail.com	9860542331
5	Mr. B. N. Bachhav	External member (Police Mitra Sangha, Malegaon)	bacchavbn20@gmail.com	9822076734
6	Dr. Deepak Shewale	Member - NGO	deepshwale3@gmail.com	9404214343
7	Mr. Pawar Mayur Dadaji	Student Representative (Male)	pmayu2947@gmail.com	8788959199
8	Miss. Wagh Rutuja Narayan	Student Representative (Female)	rutujanwagh21@gmail.com	8767439634
9	Mr. P. S. Kanade	Non-Teaching Staff (Male)	pundalikkanade@gmail.com	7588015088

❖ **Procedure for complaint:**

Any aggrieved woman or student may make, in writing, a complaint of sexual harassment at workplace to the Internal Compliance Committee (ICC), within a period one month from the date of incident. If she is unable to make a complaint in writing, the ICC will render all reasonable assistance to her for making the complaint in writing. If the ICC is satisfied that the circumstances were such, which prevented the woman from filing a complaint within a period of one month, it may extend the time limit not exceeding one month. The complainant needs to submit two copies of the complaint along with the supporting documents and names and addresses of the witnesses to the ICC.

❖ **Functions of Internal Compliance Committee:**

1. The committee addresses all sincere complaints from college pupils or teaching and non-teaching staff.
2. The complaints submitted in writing are always taken into consideration.
3. ICC shall properly assess each case and take action.

The complaints that cannot be resolved at the college level will be sent to the appropriate higher authority. The cell will carry out an extensive inquiry before taking the appropriate action about the complaint. The cell will conduct quick, priority inquiries into a case if they are necessary for its fast resolution.