

# INTERNAL COMPLAINT COMMITTEE



**VIDYA VIKAS ART'S, COMMERCE & SCIENCE COLLEGE,  
SAMUDRAPUR DIST. WARDHA 442305 (M.S.)**

## Zero Tolerance Policy against Sexual Harrasment

Vidya Vikas Arts, Commerce and Science College, Samudrapur (VVACSC) is a coeducational institution providing equal opportunities to all. Men and women work together in a congenial atmosphere. Therefore in keeping with the ethos of this institution, the instructions of National Commission for Women and the directives of Hon'ble Supreme Court Judgment on the subject of sexual harassment of women in the workplace, an Internal Complaints Committee for taking into account the complaints of sexual harassment of women staff and students and all stakeholders at working place.

## **INTERNAL COMPLAINTS COMMITTEE** **(for the academic year 2022-23)**

As Per UGC (Prevention, Prohibition and Redressal of sexual harassment of women employees and students in higher educational institutions) regulations, 2015 the Internal Complaints Committee ICC) for the session 2022-23 is as under :

S. N.	Name of Member	Designation	Contact No
1	Ms. Shital Awaghade	Presiding officer	9689166642
2	Dr. Vasanti Rewatkar	Faculty member	9421703942
3	Dr. Veena Mendule	Faculty member	9860663292
4	Mr. Meghshyam Dhakare	Faculty member	8788117841
5	Dr. Rahul Gajbhiye	Faculty member	8208098651
6	Dr. Shilpa Samdurkar	Faculty member	9763564712
7	Dr. Jaya Tulaskar	Doctor	9309045780
8	Adv. Manoj Thute	Advocate	9922784298
9	Mrs. Nisha Meshram	NGO member	9373977309
10	Mr. Pravin Teltumbade	Non-teaching member	9860009407
11	Mrs. Pratibha Itankar	Non-teaching member	7507257939
12	Mr. Gopal Tulaskar	Non-teaching member	9923940727
13	Ms. Kanika Ghawghawe	Student (B.A)	
14	Ms. Vaishali Ghaturlle	Student (B.Com)	9356892824
15	Ms. Pranjali Kubde	Student (M.Sc)	8766873568

Information regarding the Act; Rules and functions of ICC are as given below as.

## Sexual harassment

According to the Supreme Court guideline, Sexual harassment can be defined as “unwelcome” sexually determined behaviour (whether directly or by implication) as:

1. Physical contact and advances;
2. Demand or request for sexual favours;
3. Sexually coloured remarks;
4. Showing pornography; and
5. Other unwelcome physical, verbal or non-verbal conduct of a sexual nature. (Vishaka judgment by Supreme Court)

### **The objectives of the Internal Complaint Committee to Prevent Sexual Harassment of Women at the Workplace are as follows:**

1. To develop a policy against sexual harassment of women at the Institute.
2. To evolve a permanent mechanism for the awareness, prevention, prohibition and redressal of sexual harassment cases and other acts of gender-based violence at the Institute.
3. To ensure the implementation of the policy in letter and spirit through proper reporting of the complaints and their follow-up procedures.
4. To uphold the commitment of the Institute to provide an environment free of gender-based discrimination.
5. To promote a social and psychological environment to raise awareness on sexual harassment in its various forms.

### **Procedure for filing a Complaint**

- Complaints regarding Sexual Harassment must be made in written (legible handwriting) or typed on paper .
- Nature of the complaint should be clearly stated in detail with Full name, address, Mobile number, dates and locations of incident and other details.
- As per stipulation of the Act the aggrieved person can make the written complaint of sexual harassment at workplace within a period of three months from the date of incident and in case of a series of incidents, within a period of three months from the date of last incident.
- Details of the respondent including name, designation, reporting structure between complainant and respondent if any (whether subordinate, colleague or superior).
- Drop the complaints in the complaint box **OR** the written complaint should be handed over to any internal member of the ICC.
- Do not state any fact that is false or incorrect, such complaints would punish as per law.