

Dada Ramchand Bakhru Sindhu Mahavidyalaya, Nagpur

Internal Complaints Committee

- Internal Complaints Committee (ICC) is constituted in our Institution as per UGC (Prevention, Prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015, to deal with complaints relating to sexual harassment of women and students at workplace

Objectives

- To maintain sexual harassment free and positive environment at the workplace for women employee and students
- To organize awareness programmes through display of anti-sexual harassment policies and other appropriate documents, workshops, posters, speeches by experts etc for the employee and the students
- To take steady action for prevention, prohibition and redressal of complaints received regarding sexual harassment and gender discrimination of women personnel at the workplace

Definition of Sexual Harassment

"Sexual harassment" includes any one or more of the following unwelcome sexually inclined behaviour, (whether directly or indirectly), such as:

- Any unwelcome physical, verbal or non verbal conduct of sexual nature
- Demand or request for sexual favours
- Making sexually coloured remarks
- Physical contact and advances
- Showing pornography

Who can approach ICC for help?

- Any women employee and student of Dada Ramchand Bakhru Sindhu Mahavidyalaya, Nagpur (definition of 'women employee' and 'student' as given in UGC Regulation 2015)

Responsibilities of ICC

- To provide assistance if an employee or a student chooses to file a complaint with the police
- To provide mechanisms of dispute redressal and dialogue to anticipate and address issues through just and fair conciliation without undermining complainant's rights, and minimize the need for purely punitive approaches that lead to further resentment, alienation or Violence
- To protect the safety of the complainant by not divulging the person's identity, and provide the mandatory relief by way of sanctioned leave or relaxation of attendance requirement or transfer to another department or supervisor as required during the pendency of the complaint, or also provide for the transfer of the offender
- To ensure that victims or witnesses are not victimized or discriminated against while dealing with complaints of sexual harassment and
- To ensure prohibition of retaliation or adverse action against a covered individual

because the employee or the student is engaged in protected activity.

Committee

Presiding Officer	:	Dr. Zeenat Kashmiri
Faculty Member	:	Dr. Sunil Dahire
Faculty Member	:	Dr. Anita Chandak
Non-Teaching Member	:	Mr. Jai Keswani
Non-Teaching Member	:	Mrs. Divya Methwani
External Member	:	Dr. Ravi Mor
Research Scholar	:	Ms. Dimple Juneja
P.G. Student Member	:	Mr. Rohit Nikhade
U.G. Student Member	:	Ms. Deepali Nandanwar

Helpline Numbers

College Anti-ragging Helpline	
Presiding Officer	9823325698
Office	0712-2640368
Email	iccdrbsmv@gmail.com

Useful Links

- UGC Regulation 2015
- UGC/MHRD Notifications
- Handbook on Sexual Harassment of Women at Workplace Act, 2013
- <http://www.shebox.nic.in/>