

# THE INTERNAL COMPLAINTS COMMITTEE

## (Anti-Sexual harassment)

The Internal Complaints Committee for prevention of sexual harassment of women at workplace, as per 'The Sexual Harassment at Workplace (Prevention, Prohibition and Redressal) Act, 2013' to deal with the sexual harassment complaints of women at workplace:

Sr. No.	Name	Cell No.
1	Hon. Mrs. Meenatai Jagdhane	9422030105
2	Prin. Dr. K. H. Shinde	7755959501
3	Smt. S.R. Pokharkar	9423202679
4	Dr. P. G. Andhare	9960507589
5	Smt. U. K. Adhav	9273006105
6	Dr. S. R. Chavan	9921209270
7	Mrs. K.B. Choudhari	8275032595
8	Miss. R. B. Shelke	

The committee shall, on receiving of a written complaint, punctually initiate examination proceedings as per the directions under the. Sexual Harassment has been defined as: An act of sexual harassment includes any one or more of the unwelcome acts or behavior, whether directly or by implication:

- Physical contact and advances; or
- A demand or request for sexual favours; or
- Making sexual colored remarks; or
- Showing pornography; or
- Any unwelcome physical, verbal or non-verbal conduct of sexual nature.

### Roles and responsibilities:

The committee has to make certain adequate steps are taken to generate awareness on the topic. If in case any individual approaches any of the committee members, the member is without delay required to inform others. A written complaint is necessary to be taken from the aggrieved person, necessary action to be taken, if possible to settle the matter through counseling as soon as possible. If the matter is not so sorted, investigation to be conducted and matter to be sorted out within 10 days from the date of complaint. The members to be attentive all the time and make sure that there is no such thing taking place in campus by creating awareness and having an open discussion with all the students and staffs.