

Internal Complaint Committee (ICC)

The college has established Internal Complaint Committee to resolve and monitor the complaints related to gender sensitization, prevention and prohibition of sexual harassment of women employees and students and redressal of grievances. The committee is constituted as per the Section 4 of All India Council for Technical Education Regulations, 2016 vide No F. AICTE/WH/2016/01 dated 10th June, 2016. The composition is as under.

Composition

S No	Name of Faculty	Designation	Contact Number
1	Dr. Mrs. Smita S. Pimple	Chairperson	9850963259
2	Mrs. Sonali S. Nipate	Member	9421061097
3	Mr. Vittal V. Chopade	Member	9545452767
4	Mrs. Rohini Yadav	Member	9763583301
5	Mrs. Sulabha Ubale	Member	9850240999

The internal complaint committee functions as per the norms and regulations of AICTE and also in accordance with rules and recommendations of Hon. Supreme Court of India and Government of Maharashtra. The committee conducts periodic meetings in order to assess and evaluate the complaints/grievances of woman including teaching and non teaching, faculty and girl students. The committee has set mechanism for its functioning to fulfill the obligations. A brief mechanism of committee is stated as under.

Complaint procedure:

A complaint box has been kept in the library for collecting the complaints. Any women or girl student who wants to file a complaint can do by either sending an email to members of the committee or file written or signed complaint addressed to the chairperson of the committee. In case of sexual harassment the complaint shall include the specific nature of the incident, date and the place of the incident, name of all parties involved as well as a detailed report of all pertinent facts.

A member who feels that he or she has been harassed can strongly urge to bring the subject immediately to the attention of a member of the steering committee. Inquiries and/or complaints will be investigated as quickly as possible. Any investigation will be conducted in confidential manner with a thorough investigation of the complaints.

Complaint and redressal mechanism:

The complaint box shall be opened every month to collect and sort out the complaints. The complainant shall be summoned to hear complaints if necessary. Complaint of harassment will be promptly and carefully investigated and investigation will include interview with all concern

persons including the accused and other potential witness in the case of sexual harassment and decision on grievances to be taken fairly.

After hearing of complaint the committee shall take appropriate decision and then same is communicated to the complainant if required. Any complainant filing genuine harassment complaint shall be protected from reprisal or retaliation as a result of filling the complaint. Investigators will make every effort to strike a balance between the parties' desire for privacy and the need to conduct a fair and effective investigation.

- If the complainant is not satisfied with the decision of the committee then she/he can make appeal before the campus coordinator.
- Internal complaint committee shall take rational decision to discharge its duties/responsibilities for a smooth and efficient functioning of the college and to monitor overall discipline.