



Rayat Shikshan Sanstha's

Radhabai Kale Mahila Mahavidyalaya, Ahmednagar

Internal Complaints Cell (ICC)



Rayat Shikshan Sanstha's Radhabai Kale Mahila Mahavidyalaya, Ahmednagar has constituted Internal Complaints Cell (ICC) in pursuance of guidelines issued by Supreme Court and UGC. As per the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013, Anti-Sexual Harassment Cell (Internal Complaints Cell) is re-constituted as under to deal with complaints relating to sexual harassment at work place.

+ Objectives:

- To prevent sexual harassment by promoting gender amity among staff, students and other employees.
- To create a secure physical and social environment for women.
- To conduct periodical programmes on women empowerment.
- To promote social and psychological environment that will raise awareness about sexual harassment.
- To undertake all necessary and reasonable steps including the constitution of appropriate committees for purposes of gender sensitization and to conduct enquiries into complaints of sexual harassment.

+ Who can approach to ICC?

- Any aggrieved woman who has suffered harassment at workplace can approach ICC. Aggrieved woman includes:
 - a. Woman who is an employee, or
 - b. Someone visiting workplace, or
 - c. Student

Working Rules for Internal Complaints Committee

- Any aggrieved woman may make, in writing, a complaint of sexual harassment at work place to the ICC, 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. 4 copies of a written complaint should be submitted to the Committee or any of its members along with list of witnesses and supporting documents.
- Upon receipt of the complaint, ICC will send one copy of the complaint to the respondent within a period of seven days of such receipt.
- Upon receipt of the copy of complaint, the respondent shall file his or her reply to the compliant along with the list of documents, and name and addresses of the witnesses within period of ten days.
- On receipt of the complaint, the ICC will proceed to make an enquiry in accordance with the service rules or in their absence, in accordance with rules under the Act. The enquiry will be completed within 90 days. And the enquiry report will be submitted to Executive authority within 10 days from the date of completion of the enquiry. And a copy of findings and recommendation will be served to both the parties.
- The Committee will provide assistance to the aggrieved woman, if she so chooses, to file a police complaint in relation to an offense under Indian Penal Code.
- The Committee may, before initiating an enquiry, at the request of the aggrieved woman, take steps to settle the matter between her and the respondent through conciliation. (No monetary settlement)
- If in case conciliation is not feasible then both parties will be call for hearing and enquiry.
- The college management will act on the recommendations of ICC within 60 days of the submission of the enquiry report.
- Appeal against the decision of the ICC is allowed within 90 days of the recommendations.



 **ICC Committee Composition**

Name of the faculty	Designation	Position	Contact Number
Dr. S. R. Thopate	Principal	President	9022604797
Ms. N. R. Darekar	Assistant Professor	Secretary	9960378379
Adv. N.M. Chaudhari	Legal Expert	Member	9850032372
Dr. B. V Nikalje	Associate Professor	Member	9420950941
Dr. R. S. Lawande	Librarian	Member	9860310529
Dr. S. S. Thube	Assistant Professor	Member	9011116004
Dr. F. A. Ambekar	Assistant Professor	Member	8087644505
Ms. S. H. Borhade	Assistant Professor	Member	9766832122

Principle

Radhabai Kale Mahila Mahavidyalaya

Ahmednagar