

Anekant Education Society's

Tuljaram Chaturchand College of Arts, Science and Commerce

Baramati

(Autonomous)

INTERNAL COMPLAINT COMMITTEE (ICC) (2023-24)

Sr.No.	Name	Mobile No	Email	Position
1.	Prin.Dr.AvinashJagtap	9822992210	principal.tccollege@gmail.com	Chairman
2.	Prof.Dr.Seema A.Naik Gosavi	850934342	seemanaik69@gmail.com	Co-ordinator
3.	Dr.RamchandraSapkal	9421178265	sapkalramchandra33@gmail.com	Member
4.	Prof.Dr.Yogini R. Mulay	9764988295	mailtoyogini3@gmail.com	Member
5.	Dr.Vaishali V. Patil	9689946052	vaishutcc@gmail.com	Member
6.	Mrs, DipaliChavan	9890511241	anpatdeepali@gmail.com	Member
7.	Mrs. ShubhadaPatwardhan	8983527858	patwardhanshubie@gmail.com	Member
8.	Smt. SushmaSangai	8805886350	sushmasangai0812@gmail.com	Member
9.	Mrs. PoornimaV.Taware	9822872299	pvtaware@gmail.com	Member
10	Miss.DhanashreeS.Hole	8625879886	dhanasreehole@gmail.com	Student Representative


Coordinator
Internal Quality Assurance Cell
Tuljaram Chaturchand College of
Arts, Science and Commerce,
Baramati (Pune)-413102

IQAC Co-ordinator





Principal

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Sr.No.	Name	Mobile No	Email	Position
1.	Prof.Dr.Seema A.Naik Gosavi	850934342	seemanaik69@gmail.com	Chairman
2.	Prof.Dr.Yogini R. Mulay	9764988295	mailtoyogini3@gmail.com	Member
3.	Dr.Vaishali V. Patil	9689946052	vaishutcc@gmail.com	Member
4.	Mrs, Dipali Anpat	9890511241	anpatdeepali@gmail.com	Member
5.	Mrs. Shubhada Patwardhan	8983527858	patwardhanshubie@gmail.com	Member
6.	Smt. Sushma Sangai	8805886350	sushmasangai0812@gmail.com	Member
7.	Mrs. Sunita Melkunde	8378048676	melkundesunita@gmail.com	member
8.	Miss Akshada Kulkarni	8421085569	akshada.kulkarni@gmail.com	Student Representative


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INTERNAL COMPLAINT COMMITTEE (ICC) (2021-22)

Sr.No.	Name	Mobile No	Email	Position
1.	Dr. Ranjana Nemade	976496003	ranjana.shrikant@gmail.com	Chairman
2.	Prof. Dr. Seema A.Naik Gosavi	850934342	seemanaik69@gmail.com	Member
3.	Prof. Dr. Yogini R. Mulay	9764988295	mailtoyogini3@gmail.com	Member
4.	Dr. Vaishali V. Patil	9689946052	vaishutcc@gmail.com	Member
5.	Dr. Sudha Patil	9604850138	sudhapatil188@gmail.com	Member
6.	Mrs Sushma Sangai	8805886350	sushmasangai0812@gmail.com	Member
7.	Mrs. Sangita Jadhav	9767573144	angitajadhav10@gmail.com	Member
8.	Miss Tejashri Lonkar	7720092007	tejashrilonkar514@gmail.com	Student Representative


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**INTERNAL COMPLAINT COMMITTEE (ICC)
(2020-21)**

Sr.No.	Name	Mobile No	Email	Position
1.	Dr.Ranjana Nemade	976496003	ranjana.shrikant@gmail.com	Chairman
2.	Prof.Dr.Yogini R. Mulay	9764988295	mailtoyogini3@gmail.com	Member
3.	Dr.Vaishali V. Patil	9689946052	vaishutcc@gmail.com	Member
4.	Dr.Sudha Patil	9604850138	sudhapatil188@gmail.com	Member
5.	Mrs Sushma Sangai	8805886350	sushmasangai0812@gmail.com	Member
6.	Mrs.Sangita Jadhav	9767573144	angitajadhav10@gmail.com	Member


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**INTERNAL COMPLAINT COMMITTEE (ICC)
(2019-20)**

Sr.No.	Name	Mobile No	Email	Position
1.	Dr.RanjanaNemade	976496003	ranjana.shrikant@gmail.com	Chairman
2.	Prof.Dr.Yogini R. Mulay	9764988295	mailtoyogini3@gmail.com	Member
3.	Dr.Vaishali V. Patil	9689946052	vaishutcc@gmail.com	Member
4.	Dr.SudhaPatil	9604850138	sudhapatil188@gmail.com	Member
5.	MrsSushmaSangai	8805886350	sushmasangai0812@gmail.com	Member
6.	Mrs.SangitaJadhav	9767573144	angitajadhav10@gmail.com	Member
7.	Miss Abhipsa Dash	9881362311	14abhipsa@gmail.com	Student Representative



IQAC Co-ordinator





Principal

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INTERNAL COMPLAINT COMMITTEE (ICC)

The Internal Complaint Committee (ICC) is an obligation under the Act (Prevention, Prohibition and Redressal) 2013. Internal Complaint Committee is an initial in-house body which must be approached for filing of complaints relating to sexual harassment by the aggrieved women. The committee works in pursuance of UGC (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Education Institutions) Regulations, 2015 with reference to Act, 2013.

❖ **Objectives of ICC**

1. To provide the protection to the women against the sexual harassment at the workplace.
2. To Implement the policy relating to Prevention of Sexual Harassment or resolving complaint and recommending the action to the employer.
3. To uphold the commitment of the institute to provide an environment free of gender based discrimination.
4. To create a secure, physical and social environment to deter any act of sexual harassment.
5. To promote a social and psychological environment to raise awareness on sexual harassment in its various forms.
6. To creating a safe and fearless environment for women at workplace.

❖ **Who can approach ICC for help?**

Any woman employees (faculty member, non-teaching staff member) and students of Tuljaram Chaturchand College of Arts, Science and Commerce can seek redressal from the ICC.

❖ **Definition of Sexual Harassment:**

"Sexual harassment" includes any unwelcome sexually inclined behaviour, whether directly or indirectly, such as:

1. Physical contact and advances.
2. A demand or request for sexual favor.
3. Making sexually colored remarks (including jokes) .
4. Showing pornography (books, photographs, paintings, films, pamphlets, packages, etc.(Containing 'indecent representation of women').
5. Any other unwelcome physical, verbal or non-verbal conduct of sexual nature.
6. Eye-teasing.
7. Unsavoury remarks.



8. Jokes causing or likely to cause awkwardness or embarrassment.
9. Innuendos and taunts.
10. Gender based insults or sexist remarks.
11. Unwelcome sexual overtone in any manner such as over telephone (obnoxious calls) and the like.
12. Touching or brushing against any part of the body and the like.
13. Forcible physical touch or molestation.
14. Physical confinement against one's will and any other act likely to violate one's.

❖ **Under the Act, the following also count as sexual harassment:**

1. Implied or explicit promise of preferential treatment in her employment.
2. Implied or explicit threat of detrimental treatment in her employment.
3. Implied or explicit threat about her present or future employment status.
4. Interference with her work or creating an intimidating or offensive work environment for her.
5. Humiliating treatment likely to affect her health or safety.

❖ **What are the possible actions that can be taken against the accused if found guilty?**

Depending upon the severity of the case, punitive action may take any of the following forms:

- **Warning**
- **Written apology**
- **Bond of good behavior**
- **Adverse remark in the Confidential Report**
- **Stopping of increments/promotion**
- **Suspension**
- **Dismissal**
- **Any other relevant actions**

❖ **Inquiry process:**

1. The inquiry shall be completed within a period of 90 days from the date of the complaint.
2. The ICC shall provide a report of its findings to the Principal within a period of 10 days from the date of completion of the inquiry and such report shall be made available to the concerned parties.
3. If the allegation against the respondent has been proved, the ICC shall recommend punitive action(s) to be taken against the respondent.
4. The Principal shall act upon the recommendation within 60 days of receiving it.



❖ **False Reporting:**

All female faculty members, non-teaching staff and students must bear in mind that such complaints are of an extremely serious nature and should, on no account, be made in a frivolous manner. This platform should not be misused to settle personal scores, or for any other non genuine reason.

❖ **PROCEDURE TO BE FOLLOWED BY THE COMMITTEE**

1. The Committee shall meet as and when any complaint is received by it. Complaint may be received by any member of the committee.
2. The Committee may direct the complainant to prepare and submit a detailed statement of incidents if the written complaint lacks exactness and required particulars, within a period of two (2) days from such direction or such other time period that the Committee may decide.
3. The Committee shall direct the accused to prepare and submit a written response to the complaint / allegations within a period of four (4) days from such direction or such other time period as the Committee may decide.
4. Each party shall be provided with a copy of the written statement(s) submitted by the other.
5. The Committee shall conduct the proceedings in accordance with the principles of natural justice. It shall allow both parties reasonable opportunity of presenting their case.
6. The Committee shall allow both parties to produce relevant documents and witnesses to support their case. Documents produced by either party shall be affixed with that party's signature to certify the document as original / true copy.
7. The party against whom the document / witness is produced shall be entitled to challenge / cross-examine the same.
8. The Committee shall sit on a day-to-day basis to record and consider the evidence produced by both parties.
9. As far as practicable, all proceedings of the Committee shall take place in the presence of both parties.
10. Minutes of all proceedings of the Committee shall be prepared and duly signed by the members of the Committee.
11. The Committee shall make all endeavor to complete its proceedings within a period of fifteen (15) days from the date of receipt of complaint.
12. The Committee shall record its findings in writing supported with reasons and shall forward the same with its recommendations, to the Principal/Management, within a period of five (5) days from completion of the proceedings before it. In case the Committee finds that the facts disclose the commission of a criminal offence by the accused person, this shall be specifically mentioned in the Committee's report.

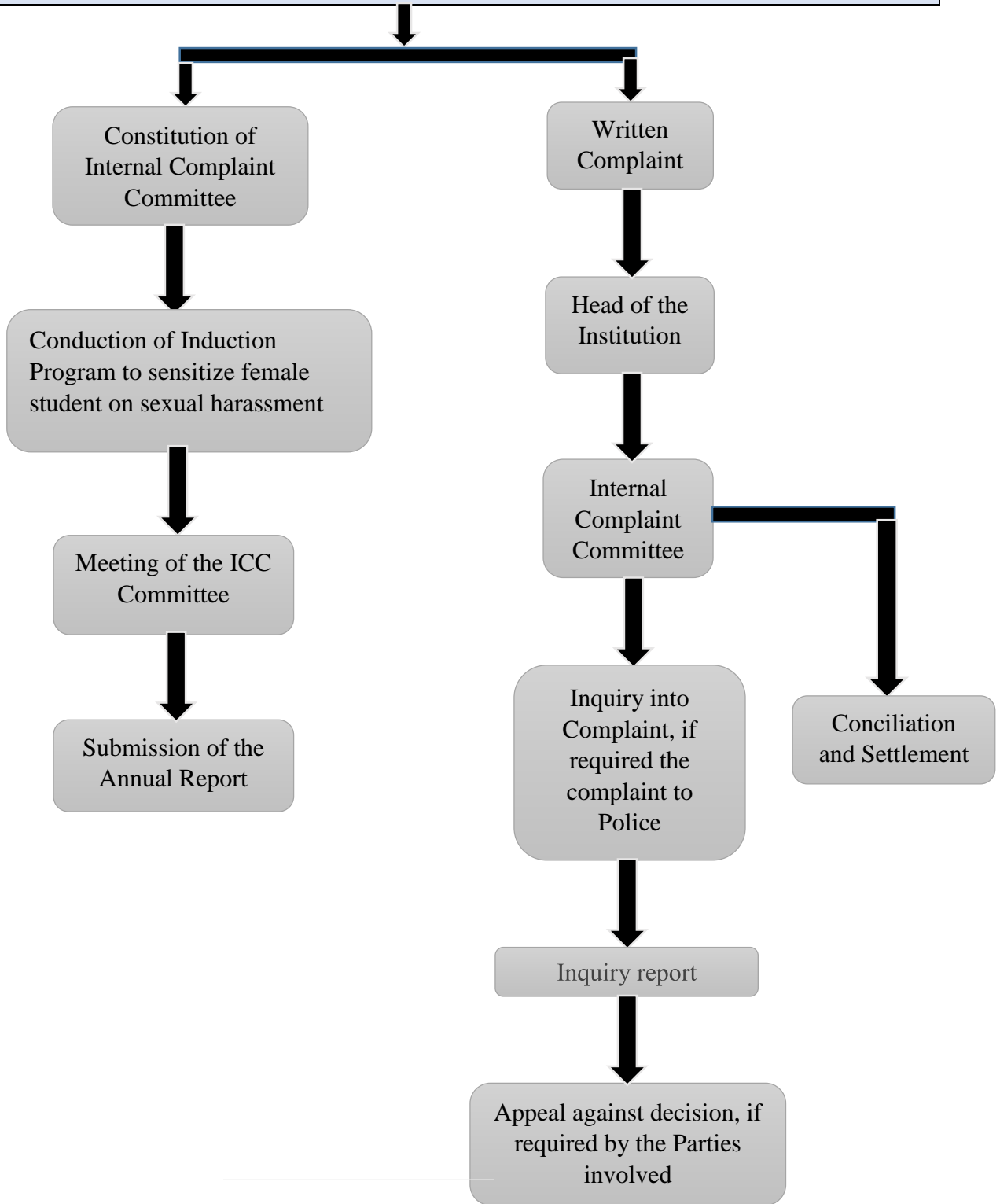


13. If, in the course of the proceedings before it, the Committee is satisfied that a prima facie case of sexual harassment is made out against the accused employee(s)/student and that there is any chance of the recurrence of any such action, or that it is required to do so in the interests of justice, it may, on the request of the complainant or otherwise, disciplinary action could be initiated in the form of:-




Principal
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Mechanism for submission of offline students' grievance




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