Shahu Shikshan Sanstha Pandharpur's

Affiliated to S.N.D.T. Women's University, Mumbai

Venutai Women's College of Education, Satara

90/91, Raviwar Peth, Lonar Galli, Pawai Naka, Satara - 415002. Ph. 9405839943

NCTE Code – WRC/APW00830/123164 * Email : 137.venutaibedsatara@gmail.com * venutai_satara@rediffmail.com * website : https://venutaibedsatara.in

Venutai Women's College of Education Satara

Internal Complaint Committee Composition

2023-24

Internal Compliance Committee (ICC)

Venutai Women's College of Education has constituted Internal Complaints Committee to provide healthy and safe work environment among students and employees. It advocates the empowerment of women and has zero tolerance for any kind of sexual harassment. If any staff or students faces any type of discomfort they can directly approach the committee. Sexual harassment is a violation of an individuals' right to work and live with dignity. The College will respect the confidentiality and privacy of individuals reporting and the accused of sexual harassment to the extent possible. Care will be taken to see that complainants, witnesses and the harasser does not face victimization and discrimination during the process of enquiry.

Objective:

The objectives of the Internal Compliance are as follows:

1. To evolve a permanent mechanism for the prevention and redressal of sexual harassment cases and other acts of gender-based violence at the Institute.
2. To ensure the implementation of the policy in letter and spirit through proper reporting of the complaints and their follow-up procedures.
3. To uphold the commitment of the Institute to provide an environment free of gender-based discrimination.

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4. To promote a social and psychological environment to raise awareness on sexual harassment in its various forms.

Functions :

1. This Committee functions as per the guidelines of the Sexual Harassment of Women at the Workplace (Prevention, Prohibition and Redressal) Act, 2013 and the UGC Regulations on Anti Sexual Harassment (2015).
2. The Internal Committee handles the complaints and gives its recommendations to the Management for further action.
3. The Committee works on complaints redressal, dissemination of information, conducting awareness workshops, for all the stakeholders and counseling in sensitive cases.

The Process for Complaint and Inquiry are as follows:

Step I: An aggrieved woman or student can directly approach to Internal compliance committee.

Step II: Complaint should be in written form or either in person or email or through online complaint form. It should be submitted to the Internal Compliance committee.

Step III: On receipt of the complaint, the ICC will proceed to make an inquiry in accordance with the service rules or in their absence, in accordance with rules under the Act. The inquiry will be completed within 90 days. And the inquiry report will be submitted within 10 days from the date of completion of the inquiry.

Step IV: If the ICC finds that the allegations against the respondent are proven, it will submit a report to the Principal to take action in accordance with the provisions of the applicable service rules or where no service rules exist, in accordance with rules framed under the Act.

Step V: The college management will act on the recommendations of ICC within 30 days of the submission of the inquiry report.

Step VI: The complaints received in this regard are kept confidential.

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Internal Complaint Committee Composition
2023-24

Sr. No.	Name	Designation
1.	Mr. B. D. Patkare	Chairperson
2.	Prof. A. A. Kirdat	Member of Representative
3.	Prof. G. S. Yarolkar	Member
4.	Adv. Jitendra Shinde	Legal Representative
5.	Mr. Kaushik Kulkarni	Representative from NGO
6.	Dr. Pallavi Sathe	Medical Representative

Venutai Women's College of Education Satara

I/C Principal
Venutai Women's College of Educatic
Satara

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