

## Internal Complaints Committee 2022-23

### Policy Statement

The Internal Complaints Committee was formed in June 2018 to deal with sexual harassment cases in the college. It was formed accordingly to the Government Gazette of 9 December 2013, that stated the Sexual Harassment of women at workplace (Prevention, Prohibition and Redressal) Act, 2013 and the Vishaka Guidelines. The appointments of the Presiding Officer and members was made keeping in mind the UGC (Prevention, Prohibition and Redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015.

**Scope:** The internal complaints committee will deal specifically with cases of sexual harassment in the college.

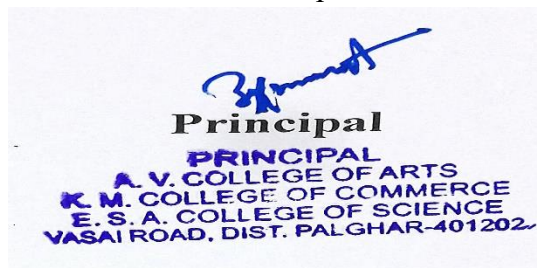
**Objectives:** Internal complaints committee will

- 1) Strictly follow the Regulation of the university Grant Commission on Prevention, Prohibition and Redressal of sexual harassment of women employees and students in higher educational institutions and the Government Gazette of 9 December 2013, that stated the Sexual Harassment of women at workplace.
- 2) Meet as soon as a complaint is filed to facilitate the process towards justice to the victim.
- 3) Deal with cases judiciously so as to deliver justice to the victim.
- 4) Will endeavor to submit its report on any case as early as it can
- 5) Not seek any financial benefit as members of the committee.

The above policy is decided in the ICC meeting held on 26-07-2022 at 12.00 p.m. in the IQAC room. The following members were present for the meeting.

- 1) Presiding officer (Presiding officer)
- 2) Smt. Veena Gavankar (member)
- 3) Dr. Deepa Katre (member)
- 4) Mrs. Beena Patil (member)
- 5) Dr. Anilkumar Shelke (member)
- 6) Mr. Shailesh Auti (member)
- 7) Mrs. Sudha Varthe (member)

Principal



**Vidyavardhini's A.V. College of Arts, K. M. College of Commerce &**

**E. S. A. College of Science, Vasai Road (West)**

**Academic Year 2022-23**

**Name of the committee – Internal Complaints Committee**

**Name of the Chairperson - Mrs. Vandana Bendale**

**Committee Members –**

- Mrs. Vandana Bendale
- Smt. Veena Gavankar
- Dr. Deepa Katre
- Mrs. Beena Patil
- Dr. Anilkumar Shelke
- Mr. Shailesh Auti
- Mrs. Sudha Varthe

**Date of the first Internal Complaints Committee meeting –26 /07/2022**

**Attendance of the meeting conducted –**

- 8) Mrs. Vandana Bendale (Presiding officer)
- 9) Smt. Veena Gavankar (member)
- 10) Dr. Deepa Katre (member)
- 11) Mrs. Beena Patil (member)
- 12) Dr. Anilkumar Shelke (member)
- 13) Mr. Shailesh Auti (member)
- 14) Mrs. Sudha Varthe (member)

**Agenda –**

- 1) To make the policy statement of ICC
- 2) Any other matter with the permission of the chair.

**Minutes of meeting-**

- 1) The meeting of ICC was held on 26-07-2022 at 9.30 am in the IQAC room.
- 2) A meeting is chaired by Mrs. Bendale. She welcomed all members of ICC.
- 3) Dr. Deepa Katre handed over stamp of presiding officer, ICC to Mrs. Bendale.
- 4) All members decided that they will
- 6) Strictly follow the Regulation of the university Grant Commission on Prevention, Prohibition and Redressal of sexual harassment of women employees and students in

higher educational institutions and the Government Gazette of 9 December 2013, that stated the Sexual Harassment of women at workplace.

- 7) Meet as soon as a complaint is filed to facilitate the process towards justice to the victim.
- 8) Deal with cases judiciously so as to deliver justice to the victim.
- 9) Will endeavor to submit its report on any case as early as it can
- 10) Not seek any financial benefit as members of the committee.

The meeting was ended with the vote of thanks presented by Mrs. Bendale.

### **Date of the second Internal Complaints Committee meeting –20 /01/2023**

#### **Attendance of the meeting conducted –**


- 15) Mrs. Vandana Bendale (Presiding officer)
- 16) Smt. Veena Gavankar (member)
- 17) Dr. Deepa Katre (member)
- 18) Mrs. Beena Patil (member)
- 19) Dr. Anilkumar Shelke (member)
- 20) Mr. Shailesh Auti (member)
- 21) Mrs. Sudha Varthe (member)

#### **Agenda –**

To discuss any matter registered under ICC

#### **Minutes of meeting-**

- 1) The meeting of ICC was held on 20-01-2023 at 10.45 am in the conference room.
- 2) A meeting is chaired by Mrs. Bendale. She welcomed all members of ICC.
- 3) There was no matter registered under ICC.
- 4) The meeting was ended with the vote of thanks presented by Mrs. Bendale.



**Principal**  
PRINCIPAL  
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