



Shri Shivaji Education Society, Amravati's
Dhanwate National College

Congress Nagar, Nagpur

Established in 1935



College with Potential for Excellence Status by UGC, New Delhi
Recognized Centre for Higher Learning and Research
Institutional Member of Asia Pacific Quality Network, Shanghai
Accredited 'B+' Grade, CGPA 2.53 by NAAC Bangalore

Dr. Omraj S. Deshmukh
Principal

Shri Harshwardhan P. Deshmukh
President

Shri Shivaji Education Society, Amravati's
Dhanwate National College
Internal Complaint Committee
Policy Document

The Internal Complaints Committee (ICC) is established in Dhanwate National College, Nagpur on 23rd June 2020 under the University Grants Commission (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Education Institutions) Regulations, 2015. It comprises students a Presiding Officer, two or three faculty members from each faculty, and one outside member from a non-governmental organization or association committed to the cause of women or a person familiar with the issues relating to sexual harassment, nominated by the Executive Authority.

Objective of Internal Complaints Committee:

- To provide a safe and secure work environment to every female worker and girls students.
- To take consistent action for prevention, prohibition and redressal of complaints received regarding sexual harassment and gender discrimination of women personnel at the workplace.
- To make recommendations to the management to lay down procedures for the prohibition, resolution, settlement and prosecution of acts of discrimination and sexual harassment, by the students and the employees.
- To forceful implementation of the policies relating to the prevention of sexual harassment.
- Strive to resolve complaints by the aggrieved complainant, and henceforth, recommend actions to be taken by the employer.

ICC, Dhanwate National College, Nagpur deals with cases of sexual harassment of the students or employees in the college and provides mechanism of dispute redressal.

Its promoters the empowerment of women and has zero tolerance for any kind of sexual harassment. ICC diligently work towards providing a secure environment to students,

teaching and non-teaching staff. Complaint boxes have been placed in the college premises.

Sexual Harassment defined as:

“An unwanted conduct with sexual undertones if it occurs or which is persistent and which demeans, humiliates or creates in hostile and intimidating environment or is calculated to induce submission by actual or threatened adverse consequences and induces any one or more or all of the following unwelcome acts or behavior (whether directly or by implication), namely.

- Any unwelcome physical, verbal or non-verbal conduct or sexual nature.
- Demand or request for sexual favors.
- Making sexually colored remarks
- Physical contact and advances.
- Showing pornography.

Internal Complaints Committee Members

Sr.No	Name of Member	Designation	Mail ID & Phone No
1	Dr. S. B. Warke Department of Economics.	Presiding Officer	warkednc@gmail.com 7559375357
2	Ku. N.J. Dhiware Department of English	Member Secretary	Animita.raut02@gmail.com 7020660060
3	Mr. N.V. Chopade Department of Commerce	Member	nitinchopde0@gmail.com 9822568260
4	Mrs. Aruna Bonde Social Activist	Member	arunabhonde123@gmail.com 9404080560
5	Adv. Rekha Barhate Advocate	Member	rekhabarhate@yahoo.in 9158657462
6	Mrs. Hemlata Puri Administration	Member	gosavi.hema@gmail.com 9730756238
7	Ms. Ashvini Hogade Student Representative	Member	Ashvinihogade444@gmail.com 9370664508

Functions of the Internal Complaints Committee

The Internal Complaints Committee once constituted plays a pivotal role in the effective.

A general list of duties of the Committee is enumerated as follows:

- Implementation of the Anti-Sexual harassment Policy at the workplace.
- Submit an Annual Report (Including details like the number of case files at their disposal, etc.)
- Bring about awareness about what comprises 'sexual harassment' at the workplace by way of workshops, posters, documents, notices, seminars, etc.
- Publicize the policy framework effectively
- Provide the victims with a safe and accessible mechanism of complaint
- Initiation of inquiry at the earliest
- Redress the complaints in a judicious manner
- Provide interim relief to the complainant.
- Provide an opportunity for conciliation wherever possible
- Stick to the principles of natural justice at all stages of the proceedings
- Whenever required, forward the complaint to the police
- Submit the inquiry report along with recommendations
- Maintain confidentiality in regard to the proceedings taking place before the Committee

Timeline of the Complaint:

- Submission of Complaint -Within 3 months of the last incident.
- Notice to the Respondent -Within 7 days of receiving a copy of the complaint
- Completion of Inquiry -Within 90 days
- Submission of Report -Within 10 days of completion of the inquiry
- Implementation of Recommendations -Within 60 days
- Appeal -Within 90 days of the recommendations

We commit ourselves to a zero-tolerance policy towards sexual harassment and reinforce our commitment to making our campus free from discrimination, harassment, retaliation or sexual assault at all levels. If a student, faculty member or non-faculty staff member faces any discomfort under the above-mentioned heads, he or she can directly approach the committee.

An aggrieved person is required to submit a written complaint to the ICC within three months from the date of the incident, and in case of a series of incidents within a period of three months from the date of the last incident. Provided that where such complaint cannot be made in writing, the Presiding Officer or any Member of the Internal Complaints Committee shall render all reasonable assistance to the person for making the complaint in writing. For the reasons accorded in the writing, the ICC could extend the time limit by a period not exceeding three months, if it is satisfied that the circumstances were such which prevented the person from filing a complaint within the said period. Friends, relatives, colleagues, co-students, a psychologist, or any other associate of the victim may file the complaint in situations where the aggrieved person is unable to make a complaint on account of physical

or mental incapacity or death.

The complainant may contact the committee members through the given e-mail ID or phone numbers.

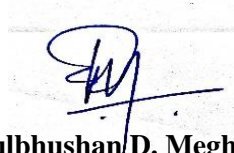
Email ID: iccdhanwatecollege@gmail.com

[https:// www.ugc.ac.in/pdfnews/7203627_UGC_regulations-harassment.pdf](https://www.ugc.ac.in/pdfnews/7203627_UGC_regulations-harassment.pdf)

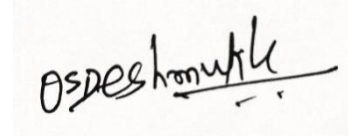
(UGC Regulations of Sexual harassment Act)



Dr. S. B. Warke
Chairman



Dr. Kulbhushan D. Meghe
IQAC Co-ordinator



Dr. O.S. Deshmukh
Principal