

## Internal Complaints Committee

The Internal Complaints Committee (ICC) has been formed at Maharshi Dayanand College of Arts, Science and Commerce to address the issues under UGC (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015. The objective of the ICC is to provide protection against sexual harassment of female employees (teaching and non teaching) and students in the Campus. It provides mechanism for prevention and redressal of complaints of sexual harassment and for matters connected therewith.

Internal Complaints Committee, Maharshi Dayanand College of Arts, Science and Commerce

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|----|---------------------------------------|------------------------|
| 1. | Assoc. Prof . Shilpa Ghogare          | Convenor               |
| 2. | Assoc. Prof. Dr. Namrata Jain         | Member                 |
| 3. | Asst. Prof. B.T. Nikam                | Member                 |
| 4. | Asst. Prof. (Ms) Subhada Gala         | Member                 |
| 5. | Asst.Prof . Dr. Harshada Koli Satam   | Member                 |
| 6. | Mrs. Mansi Shinde, Non Teaching Staff | Member                 |
| 7  | Ms. Saloni Mhatre FYBCOM DIV C        | Student Representative |
| 8. | Mr.Aditya Gaud TYBCom                 | Student Representative |

**Email id: [icc@mdcollege.in](mailto:icc@mdcollege.in)**

### Definition of Sexual Harassment

Sexual harassment includes any one or more of the following **unwelcome acts or behavior** (whether directly or by implication) namely:

- Physical contact and advances
- A demand or request for sexual favours
- Making sexually colored remarks
- Any unwelcome messages through telephone or internet
- Showing pornography
- Any other unwelcome physical, verbal or non-verbal conduct of a sexual nature

### Who can approach ICC for help?

Female employees (teaching and non teaching) and students

### ICC Procedure

- On receipt of a complaint ICC shall conduct preliminary enquiry so as to ascertain the truth of the allegation by collecting the documentary evidence as well as recording statements of any possible witness including the complainant.
- ICC shall then submit the preliminary enquiry report to authority along with all original documents adduced during the preliminary enquiry proceedings.
- In case, the allegations are not in the nature of sexual harassment, ICC may refer such complaints to the Grievance Redressal cell or to the Principal.
- Where sexual harassment occurs as a result of an act or omission by any third party or outsider, ICC shall take all steps necessary and reasonable to assist the affected person in terms of support and preventive action.
- ICC shall comply with the procedure prescribed in the aforementioned UGC regulation 2015 and the sexual harassment act for inquiring into the complaint in a time bound manner.
- If ICC concludes that the allegations made were false, malicious or the complaint was made knowing it to be untrue or forged or misleading information has been provided during the inquiry, the complainant shall be liable to be punished as per the relevant provision of the aforementioned UGC regulation 2015.

**What are the possible actions that can be taken against the respondent?**

- Warning
- Written apology
- Adverse remarks in the confidential report
- Stopping of increment/promotion
- Suspension
- Dismissal
- Any other relevant action

**Procedure for Registering Complaints**

Register your complaints related to Sexual Harassment with any member of the College Internal Complaints Committee or through email: [icc@mdcollege.in](mailto:icc@mdcollege.in)

OR

Fill the sexual harassment complaint form given on college website “ Home “ page .