



Rayat Shikshan Sanstha's

Dr. Babasaheb Ambedkar Mahavidyalaya, Aundh, Pune -67

Internal Complaint Committee Policy (ICC)

Dr. Babasaheb Ambedkar College Aundh, Pune is an educational institution providing equal opportunities to all. Men and women work together in a congenial atmosphere, however if there are any complaints involving physical contacts or advances, demand for sexual favours, sexually tainted remarks, and any unwelcome physical, verbal or nonverbal expressions of a sexual nature; it is addressed and appropriate action is taken. This cell aims at sensitizing the students and staff to work diligently to prevent sexual harassment in the college. Complaints of sexual harassment shall be lodged with the Committee and appropriate disciplinary action is initiated by the members in accordance to the rules and regulations of the college.

Why ICC?

It is formed according to the provisions of the POSH ACT-Sexual Harassment of Women at Workplace Act of 2013, 9th December 2013. (Prevention, Prohibition and Redressal).

It is also mentioned in University Grants Commission (Prevention, Prohibition and Redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015- 2nd May 2016.

What is ICC?

The POSH Act demanded an ICC be made at all workplaces for the redressal of sexual harassment cases.

Objectives of ICC:

The objectives of the Internal Complaint Committee to Prevent Sexual Harassment of Women at the Workplace are as follows:

- To develop a policy against sexual harassment of women at the Institute.
- To ensure the implementation of the policy in letter and spirit through proper reporting of the complaints and their follow-up procedures.
- To uphold the commitment of the Institute to provide an environment free of gender based discrimination.
- To promote a social and psychological environment to raise awareness on sexual harassment in its various forms.
- To create a secure physical and social environment to deter any act of sexual harassment.

- To evolve a permanent mechanism for the prevention and redressal of sexual harassment cases and other acts of gender based violence at the Institute.

Functions of ICC:

- To prevent *sexual harassment* at workplace.
- To prevent discrimination and sexual harassment against girls by promoting gender amity among students and employees
- To conduct periodical programmes on women empowerment.
- To provide conducive environment and congenial atmosphere for women.


Who can approach ICC?

Any aggrieved woman who has suffered harassment at workplace can approach ICC.

Aggrieved woman includes:

- a. Woman who is an employee, or
- b. Someone visiting workplace, or
- c. Student




PRINCIPAL
Dr. Babasaheb Ambedkar College,
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