

Internal Complaints Committee (ICC)

With reference to the guidelines of Supreme Court, UGC, Section 4 SHW act 2013 and AICTE Regulations, 2016 vide No. F. AICTE/ WH/ 2016/ 01 dated 10th June, 2016 Gender Sensitization, Prevention and Prohibition of Sexual Harassment of Women Employees and Students and Redressal of Grievances in Technical Institutions, **HSBPVT'S GOI, Faculty of Engineering, Kashti, Ahmednagar** commence an **Internal Complaints Committee (ICC)**.

ICC of HSBPVT'S GOI, Faculty of Engineering, Kashti, Ahmednagar is created to support Safe and secure environments for female staff members and students in the classroom and at work. The Institute has a zero-tolerance policy for violations of human rights, and the aforementioned committee looks into matters related to preventing, outlawing, and addressing sexual harassment of women at work.

Objectives, Roles and Responsibilities

- Providing a secure working and learning environment for both employees and students.
- Indisputable justice for all parties involved in an occurrence, regardless of gender.
- Working towards achieving gender equity and empowering the women students and staff.
- Conducting programs to educate students and employees on sexual harassment, gender justice, and women's health.
- Display the rule and policies against sexual harassment at different places around the college premises.
- Lists the names and contact information for the committee members who can be contacted in the event of a complaint.
- Establishes a system for filing complaints.
- Conduct investigations and assist in complaint resolution.
- Advises the relevant authorities to take further action and conduct monitoring
- Offers the victims the right kind of psychological and emotional support, such as security and counseling.

Who can approach for help to ICC?

Any female employee (faculty, student, or staff) Parikrama Group of Institution's College of Engineering, Kashti, Shrigonda, India.

Sexual Harassment Means:

Any inappropriate advances towards a person in sexual manner which could directly or indirectly affect or influence the job, salary and career along with personal lives. The SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (PREVENTION, PROHIBITION AND REDRESSAL) ACT, 2013 clearly defines the sexual harassment as the following:

- Physical contact and advance
- A demand or request for sexual favours
- Making sexually coloured remarks
- Showing pornography
- Any other unwelcome physical, verbal or non-verbal conduct of sexual nature

Complaint Registration

Complaints related to Sexual Harassment can be registered with e-mail icc.foe@parikrama.edu.in of the College Internal Complaints Committee (Mobile numbers provided below). Committee members for 2022-23.

Procedure for Conducting Inquiries

- Examine the written complaints and the complaint response.
- Review the Act/Rules, Vishaka Guidelines, and other applicable laws as well as the applicable policy.
- Make a plan.
- Meeting with the complainant, responding party and witnesses.
- Recording statements and getting them dated and signed.
- Reviewing and adapting the plan as necessary.
- Conducting additional interviews as necessary.

- Analyzing all the facts to come to conclusions.
- Offering recommendations.
- Preparing the report.
- Submitting the file to the organization or district officer for implementation of their recommendations and for safe keeping.