

## **Internal Complaint Committee**

### **Establishment of Committee**

As per the guidelines and regulations laid by Maharashtra State Commission for Women (MSCW), an Internal Complaint Committee (ICC) is made mandatory to be formed at every educational institute. The ICC was formed at BVCOEW, Pune on 27<sup>th</sup> February 2017 with an inauguration function and a half day workshop on sexual harassment and awareness. This committee is setup in the view of giving guidelines about sexual harassment at workplace and helping a victim against it. This committee also ensures prevention, prohibition and redressal of sexual harassment. Reconstitution of the committee was done on 25<sup>th</sup> February 2021.

The students can drop in their complaints in written form in the drop box provided and also contact the ICC members for any kind of help they require.

### **Objectives**

- Internal Complaint Committee constituted by an HEI under sub regulation (I) of regulation 4 of these regulations. Any existing body already functioning with the same objective (like the Gender sensitization Committee Against Sexual Harassment (GSCASH) should be reconstituted as ICC
- Improving the status and dignity of women in the society.
- Investigate into practices derogatory to women and suggest suitable remedial measures.
- Effectively monitor implementation of laws affecting women.

### **Activities**

- Provide assistance if an employee or a student chooses to file a complaint with the police.
- Provide mechanism of dispute redressal and dialogue to anticipate and address issues.
- Protect the safety of the complainant.
- Ensure victims and witnesses get proper treatment.

### Committee Members

Sr. No.	Name	Designation	Mobile No.
1	Prof. Dr. Chorage Suvarna S.	Presiding officer	988171562
2	Prof. Khot S. T.	Sr. Faculty Member	9881490761
3	Mrs. Supriya Kothari	Advocate Member	-
4	Prof. Dr. Jadhav Smita S.	Faculty Member	7506033887
5	Mrs. Atre Sunita. V.	Non-Teaching Member	9730749402
6	Mrs. Pawar Sujata	Non-Teaching Member	8668296494
7	Miss. Gosavi Aditi A.	Student Member	9479472155
8	Miss. Bahekar Anagha R.	Student Member	9325236400
9	Miss. Pardeshi Samiksha P.	Student Member	9420873914

### Minutes of Meeting

Meeting Number	Points of Discussion	Action Taken
<b>2018-19</b>		
1	1.As per the guidelines and regulation by Maharashtra State Commission for Women (MSCW) the Women Grievance Committee is renamed 2.A drive PUSH-workshop on sexual harassment	1.Women Grievance Committee is renamed as Internal Complaint committee 2.Workshop was conducted on sexual harassment –PUSH.
2	Awareness Program on Sexual Harassment and Prevention Guidelines	Awareness sessions were conducted for various classes of all departments
<b>2019-20</b>		
1	1.Giving guidelines about sexual harassment  2. Planning of seminar on Sexual Harassment and Prevention Guidelines	1.Committee helps victim to complain by dropping a written complain in ICC box and thus the identity of Victim is confidential 2.Awareness sessions were conducted for various classes of all departments
2	Discussion about general cleanliness	Conveyed message to Nodal Cleanliness co-ordinator of respective department
<b>2020-21</b>		
1	Due to pandemic situation no students were reported	As per covid norms discussion of requirement with nodal officer

<b>2021-22</b>		
<b>1</b>	Reconstitution of the committee	Student members from departments nominated by their respective heads of department were selected
<b>2</b>	Awareness Program on Sexual Harassment and Prevention Guidelines	Awareness Program was arranged online for newly admitted First Year Engg. Students.
<b>2022-23</b>		
<b>1</b>	Introduction of ICC	Awareness sessions were conducted for various classes of all departments
<b>2</b>	1.Awareness of self-defence workshop and organization of poster making completion 2.Arrangement of sensitization program arranged for employee for BVCOEW	1.self-defence workshop and poster making completion was conducted 2.Sensitization program was conducted
<b>2023-24</b>		
<b>1</b>	Planning and execution of induction program activity for newly admitted (FE)students	Awareness sessions were conducted
<b>2</b>	Appointment of students co-ordinators for ICC committee	Students co-ordinators were appointed