



**Vidarbha Youth Welfare Society, Amravati's**  
**Bar. Ramrao Deshmukh Arts, Smt. Indiraji Kapadiya Commerce and**  
**Ny. Krushnarao Deshmukh Science College, Badnera**  
**Distt. Amravati (Maharashtra) 444 701**

**(Accredited by NAAC with "B\*\*" Grade, CGPA 2.78)**

**(Affiliated to Sant Gadge Baba Amravati University, Amravati, MS)**



## **CRITERION – V**

### **Student Support and Progression**

#### **5.1 Student Support**

##### **5.1.4 (D) Details of statutory/regulatory Committees (to be notified in institutional website also)**



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## DECLARATION

This is to declare that the information, photos, reports, true copies, numerical data, etc. furnished in this file as supporting documents is verified by IQAC and found correct.

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Dr. R.D. Deshmukh  
Principal

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Bar Ramrao Deshmukh Arts  
Smt Indiraji Kapdiya Commerce  
and Ny.Krusnarao Deshmukh  
Science College,BADNERA.



**Vidarbha Youth Welfare Society, Amravati**

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**Krushnarao Deshmukh Science College,**

**Badnera Dist. Amravati (M.S) 444701**



## **SUPPORTING DOCUMENTS**

**Vidarbha Youth Welfare Society, Amravati**

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**Krushnarao Deshmukh Science College,**

**Badnera Dist. Amravati (M.S) 444701**

**Metric No. 5.1.4 (D)**

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# **Vidarbha Youth Welfare Society, Amravati**

**Bar. Ramrao Deshmukh Arts, Smt. Indiraji Kapadiya Commerce and Ny.**

**Krushnarao Deshmukh Science College,**

**Badnera Dist. Amravati (M.S) 444701**

## **Internal Complaint Committee**

### **Introduction**

"Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013, provides protection against sexual harassment of women at workplace and for the prevention and redressal of complaints of sexual harassment and for the matters connected there with or incidental there to.

It shall be the duty of the employer or other responsible persons in workplaces or other institutions to prevent sexual harassment and to provide the procedures for the resolution, settlement, or prosecution of acts of sexual harassment by taking all steps required.

Bar. R. D. I. K. & N. K. D. College, Badnera is committed to maintain healthy environment which is free of all form of gender violence, sexual harassment, and discrimination on the basis of gender. As directed by the act institute has constituted a committee called "Internal Complaint Committee to Prevent Sexual Harassment of Women at the workplace" the women grievance cell which was established initially in the college to create awareness of the women's rights and to empower women, has been now taken over by "Internal Complaint Committee".

### **Objectives of ICC**

1. To create awareness among all female students, employees and provide information to women teaching and non-teaching staff members and female students about the direction of the Internal Complaint Committee.
2. To prevent discrimination and sexual harassment by promoting gender equality among students and staff members.
3. To safeguard the right of female students, faculty and staff members.
4. To provide platform for listening to complaints and redressed the grievance.
5. To maintain hygiene, habits and healthy atmosphere in and around the college campus.

### **Constitutions of ICC**

1. Presiding Officer-who shall a women faculty member below an Associate Professor in case of college).
2. Two faculty members and non-teaching employees-Nominated executive Authority.



## Composition of Cell

Sr.No.	Name	Position	Contact Numbers
1	Prof B. S. Vidhale	Presiding Officer	9960625523
2	Prof. Dr. S. D. Meshram	Member	9422857483
3	Prof. Bharti Thakare	Member	8855859531
4	Mr. J. V. Nikhare	Member	9422549293
5	Mr. R. K. Bhusari	Member	8766764470
6	Mrs. Sarojini Pawar	Member of Non-government organization	9011364231
7	Ms. Kamini Pokale (B.A.II)	Member	9322047496
8	Ms. Radhika Dakhore (B. Com.II)	Member	8605255170
9	Mr. Vishal Ingole	Member	8605680630

## What is sexual harassment

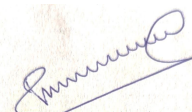
Sexual harassment includes any one or more of the following unwelcome acts or behaviour, unwelcome sexually determined behaviour (whether directly or by implication) in any form, such as:

- Physical contacts and advances;
- A demand or request for sexual favours;
- Sexually colored remarks;
- Showing pornography;
- Any other welcome physical, verbal/no-verbal conduct of sexual nature.

## Complaint of sexual harassment

- Complaint any aggrieved women make, in writing, a complaint of sexual harassment at workplace to the internal complaint Committee within a period of three months from the date of incident and in case of a series of incidents, within a period of three months from the date of last incident: Provided that where such complaint cannot be made in writing, the Presiding Officer or any Member of the Internal Complaint Committee or the Chairperson or any member of Local Committee, as the case may be, shall render all reasonable assistance to the woman for making the complaint in writing: provided further that the internal Complaint committee or as the case may be, the Local Committee may, for the reasons, may be recorded in writing, extend the time limit exceeding three months, if it is satisfied that the circumstances were such which prevented the women from filling a complaint within the said period.
- Where the aggrieved woman is unable to make a complaint on account of her physical or mental incapacity or death or otherwise, her legal heir or such other person as may be prescribed may make complaint under this section.



  
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