

Janvikas Shikshan Sanstha Yeoda's

Arts Commerce College, Yeoda

Tq. Daryapur Dist: Amravati,

Maharashtra, PIN: 444706



D.V.V.

CLARIFICATION

For

5.1.4: The institution adopts the following for redressal of student's grievances including sexual harassment and ragging cases.



Janvikas Shikshan Sanstha, Yeoda's

Arts-Commerce College Yeoda

Tq. Daryapur, Dist. Amravati, Maharashtra, 444706

Affiliated to S.G.B. Amravati University, Amravati (M.S.)

Recognized by U.G.C. u/s 2(f) & 12B & NAAC

Phone No: 07224-237063

Email: accollegeyeoda@gmail.com

College Code: 155

Website: www.accy.ac.in

Sau. Sulbhatai M. Kokate

Shri Gajananrao N. Kokate

Dr. Y.G. Singh

President

Secretary

Principal

Mobile: 9967963999

Mobile: 9970163075

Mobile: 9657233055

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.

IQAC Coordinator

Coordinator

Internal Quality Assurance Cell
Arts Commerce College, Yeoda
Tq. Daryapur, Dist. Amravati



Principal

PRINCIPAL
Arts-Commerce College
Yeoda, Dist. Amravati

Janvikas Shikshan Sanstha Yeoda's

Arts Commerce College, Yeoda

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Proof of constitution of Internal Committees / Grievances Committee formation / other committees as per ugc norms.

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POLICY FOR INTERNAL COMPLAINT COMMITTEE

Introduction

The "Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act" of 2013 furnishes safeguards against the sexual harassment of women within the workplace and facilitates the prevention, redressal, and management of complaints pertaining to such harassment, along with matters connected or incidental thereto. It imposes upon the employer or other responsible individuals within workplaces or institutions the obligation to thwart sexual harassment and establish procedures for addressing, settling, or prosecuting instances of such misconduct, encompassing all necessary measures.

The Arts, Commerce College, Yeoda, is dedicated to upholding a healthy environment devoid of all manifestations of gender violence, sexual harassment, and gender-based discrimination. In accordance with the stipulations of the Act, the institution has constituted a committee known as the "Internal Complaint

Committee to Prevent Sexual Harassment of Women in the Workplace." The Women's Grievance Cell, initially established in the college to foster awareness of women's rights and empower women, has now been assimilated into the purview of the "Internal Complaint Committee."

Objectives of the ICC

- To raise awareness among all female students and employees, furnishing them with information regarding the directives of the Internal Complaint Committee.
- To proactively combat discrimination and sexual harassment by fostering gender equity among both students and staff.
- To safeguard the rights of female students, faculty, and staff.
- To offer a platform for lodging complaints and addressing grievances.
- To uphold standards of hygiene and ensure a wholesome atmosphere within and around the college campus.

Composition of the ICC

- Presiding Officer: A senior-level female faculty member (not below the rank of Associate Professor in the case of a college).
- Two faculty members and non-teaching employees: Appointed by the executive authority.
- Three students enrolled at the undergraduate, postgraduate, and research scholar levels: Elected through a transparent electoral process.
- One member from a non-governmental organization: An individual well-versed in matters pertaining to sexual harassment, nominated by the executive authorities.

- At least half of the total members of the ICC shall be women. Individuals holding senior administrative positions are ineligible for membership, and the term of office for ICC members shall span a period of three years.

Composition of ICC

Name	Position	Contact No.
Prof. Dr. Ku. H.G. Dhage	Presiding Officer	9422334618
Dr. Ku. S. D. Sawarkar	Member	9922390248
Dr. Sandip Dongare	Member	9822923682
Dr. Sayyad Sajjad	Member	9960246231
Mr. Vijay Bavankule	Member	9309184712
Mr. Anil Makode	Member	9545232764
Dr. Pradip Awchar	Member (NGO)	8379952261
Mr. Nilesh Ingle	Member	9427581234
Mr. Abdul Nafees A. Hamid	Member	9158618304
Ku. Komal Ambhore	Member	7385969545

What Constitutes Sexual Harassment?

Sexual harassment encompasses various unwelcome acts or behaviours, including but not limited to:

- Physical contacts and advances;
- Requests or demands for sexual favours;
- Sexually suggestive remarks;
- Displaying pornography;
- Any other unwelcome physical, verbal, or non-verbal conduct of a sexual nature.

Procedure for Lodging a Complaint of Sexual Harassment

An aggrieved woman has the right to lodge a written complaint of sexual harassment in the workplace to the Internal Complaint Committee within three

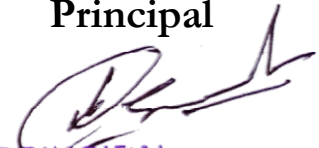
months from the date of the incident. In the case of a series of incidents, the complaint must be made within three months from the date of the last incident. If, for any reason, the complainant is unable to submit a written complaint, the Presiding Officer or any Member of the Internal Complaint Committee, or the Chairperson or any Member of the Local Committee, shall offer reasonable assistance to facilitate the process.

Furthermore, the Internal Complaint Committee or the Local Committee, as applicable, may, upon recording the reasons in writing, extend the time limit by up to three months if it is satisfied that circumstances prevented the woman from filing the complaint within the stipulated period.

In instances where the aggrieved woman is incapable of lodging a complaint due to physical or mental incapacity, death, or other reasons, her legal heir or any person designated for this purpose may file a complaint under this section.

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Principal



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Yeoda, Dist. Amravati