



Sahayog Sevabhavi Sanstha's

Vasant Kale College of Computational & Management Science

Affiliated to Swami Ramanand Teerth Marathwada University, Nanded.



Sahayog Educational Campus, Vishnupuri, Nanded - 431 606 (Maharashtra)

Ref. No.

Date:

INTERNAL COMPLAINTS COMMITTEE

Sr. No	Name Of the member	Designation	Category
VKCCMS/2021-2022/IC/1	Mr.SantoshkumarWadakar	Chairman	Principal
VKCCMS/2021-2022/IC/2	Mr.Abhijeet Alandakar	Member	Teaching Staff
VKCCMC/2021-2022/IC/3	Miss.Rutuja Inani	Member	Teaching Staff
VKCCMS/2021-2022/IC/4	Mr. Amol Kalsakar	Member	Teaching Staff
VKCCMS/2021-2022/IC/5	Miss.Anjali Kalke	Member	Student
VKCCMS/2021-2022/IC/6	Mr.Ashish Pawar	Member	Senior Clerk

Aim of ICC

- 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.

Objectives of ICC:

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

Background & Rationale:

Sexual harassment infringes on the following two fundamental rights provided by the Constitution of India: One is the right of a woman to gender equality under Article 14 and the other is the woman's right to life and live with dignity under Article 21.



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Supreme Court provided clear guidelines for dealing with sexual harassment in 1997. These guidelines which are legally binding and must be enforced include definition of sexual harassment at the workplace, prevention of such harassment, disciplinary action against the erring employee, and employer's responsibility in ensuring a harassment-free workplace.

The Committee for Managing Gender Issues has been set up as the Internal Complaints Committee that the Indian Institute of Management Bodh Gaya was required to set up as per the Supreme Court Guidelines. This would normally limit its outcomes to resolution, settlement, or prosecution. However, ICC was set up not only to deal with complaints of sexual harassment of women in the workplace but also to focus on creating awareness, counselling and educating about gender issues. For example, specific components of induction programmes were formally introduced and are based on creating awareness and informing students about the Institute's framework for dealing with such issues. In addition, gender sensitization workshops for staff and students are also conducted.