

Maharashtriya Mandal's
Chandrashekhar Agashe College of Physical Education,
Gultekadi, Pune 411 037
(Affiliated to University of Pune and Recognized by Govt. of Maharashtra, N.C.T.E.& NAAC reaccredited
(Id.No. PU/PN/BPEd/037/(1977)A.I.S.H.E.C-42047

Internal Complaints Committee (ICC)

Objectives

The Internal Complaint Committee is an educational resource as well as a complaint redressal mechanism for the members of faculty, staff and students of the College. The objectives of the Internal Complaint Committee to Prevent Sexual Harassment of Women at the Workplace are as follows:

1. To develop a policy against sexual harassment of women at the Institute.
2. To evolve a permanent mechanism for the prevention and redressal of sexual harassment cases and other acts of gender-based violence at the Institute.
3. To ensure the implementation of the policy in letter and spirit through proper reporting of the complaints and their follow-up procedures.
4. To uphold the commitment of the Institute to provide an environment free of gender-based discrimination.
5. To create a secure physical and social environment to deter any act of sexual harassment.
6. To promote a social and psychological environment to raise awareness on sexual harassment in its various forms.

The committee seeks to inform the college community of their right to a respectful work and learning environment. It believes that if we practice respect, exercise empathy in our interactions with others so that we do not hurt anyone through what we say or do, then we can create a campus that is free of sexual harassment.

The Committee seeks to achieve these goals through:

- **Complaint Redressal:** As per the act 'The Sexual Harassment at Workplace (Prevention, Prohibition and Redressal) Act, 2013', appropriate action will be taken once the complaint is filed.
- **Dissemination of Information:** through production, distribution and circulation of materials, posters and hand-outs etc. to MMCAPE community.
- **Awareness Workshops:** for faculty, non-teaching staff and students with an aim to develop nonthreatening and non-intimidating atmosphere of mutual learning.
- **Counselling – Confidential counselling service** is an important service as the sexual harassment cases are rarely reported and are a sensitive issue. Counselling provides a safe space to speak about the incident and how it has affected the aggrieved woman.

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Who can file the Complaint to the Internal Complaint Committee?

Any student, service provider, teaching, non-teaching staff may lodge a complaint against a student, service provider, teaching, non-teaching staff.

About Inquiry process


The Internal Complaints Committee shall make enquiry into the complaint in accordance with the provisions of the Service Rules applicable to the respondent. For the purpose of the enquiry, if the respondent is a non-teaching employee of the university, provisions of the Maharashtra Civil Services (Conduct) Rules, 1979 and provisions of the Maharashtra Civil Services (Discipline and Appeal) Rules, 1979, are applicable, and if the respondent is a teacher, provisions of the Teachers' Statutes are applicable. If the Respondent is a student, an enquiry shall be made as per provisions of Ordinance 157 as regards maintenance of discipline and good conduct by students.

Constitution of ICC, Process of inquiry, Conciliation, Power of the ICC, Action during the pendency of inquiry, Inquiry report and for other issue kindly refer to the Act.

Committee members

| Sr.No. | Designation | Name |
|--------|-------------------|----------------------------|
| 1 | Presiding Officer | Dr. Ujwala L. Raje |
| 2 | Member | Ms. Beulah Sebastian |
| 3 | Member | Ms. Netra Udgir |
| 4 | Member | Dr. Mahesh Deshpande |
| 5 | Member | Dr. Yogesh H. Bodke |
| 6 | External Member | Dr. Geeta Rashinkar |
| 7 | External Member | Advocate, Ms. Shruti Joshi |

Note: Complaints regarding any issue can be given to any member from the committee anytime verbally / written / cacpeicc@gmail.com


PRINCIPAL
Chandrashekhar Agashe College
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