

INTERNAL COMPLAINTS COMMITTEE-2018-19

(PRESENTED BY- DR R.P.SHENDKAR)

INDIAN LAW ON SEXUAL HARASSMENT

Introduction

The Parliament of India passed The Sexual Harassment of Women at workplace Prevention, Prohibition and Redressal) Act.2013.

The Act 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.

**The
Constitution
of India**

**1997:
Vishaka vs.
State of
Rajasthan**

**The Sexual
Harassment of Women
at Workplace
(Prevention,
Prohibition and
Redressal) Act, 2013**

**The Indian
Penal Code,
1860**

THE INTERNAL COMPLAINTS COMMITTEE in the **Mamasaheb Mohol College, Pune** is constituted in 2014

College Internal Complaints Committee Members Year 2018-19

S.N.	Name of the Faculty	Designation & Department	Role	Mobile No.
1.	Prin. Dr. Sushama Bhosale	Principal	Chairman	
2.	Dr. Adinath Pathak	Asstt.Professor-Economics	Nodal Officer	
3.	Dr. Rupali Shendkar	Asstt.Professor-Commerce	Convener	
4.	Prof. Swati Shinde	Asstt.Professor-Commerce	Member	
5.	Prof. Deshmukh N.S	Asstt.Professor-Computer science	Member	

OBJECTIVES, ROLES AND RESPONSIBILITIES OF COLLEGE ICC

- Prevent discrimination and sexual harassment, by promoting gender harmony among students and employees;
- Deal with cases of bias and sexual harassment against women, in a very time certain manner, aiming at guaranteeing support services to the wronged and termination of the harassment;
- Recommend appropriate disciplinary action against the guilty party to the Management.

Indian Law on Sexual Harassment at workplace - Precise Object

No woman shall be subjected to *sexual harassment* at any workplace in India



WHAT CONSTITUTES SEXUAL HARASSMENT



Making sexual advances or demanding sexual favours

Sexual Advances

Jokes causing or likely to cause discomfort or embarrassment



Cracking jokes which cause awkwardness or embarrassment



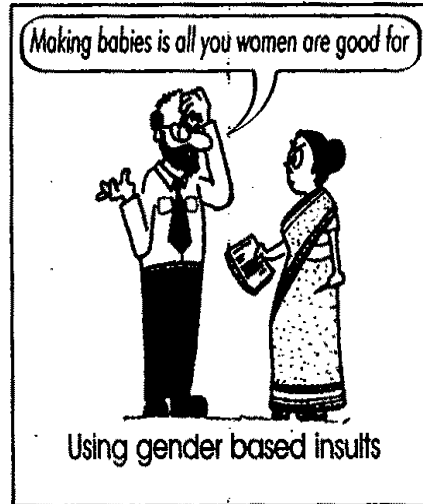
Singing embarrassing film songs

Unpleasant remarks



Discriminating on the basis of gender

taunts



Gender based insults
or sexist remarks

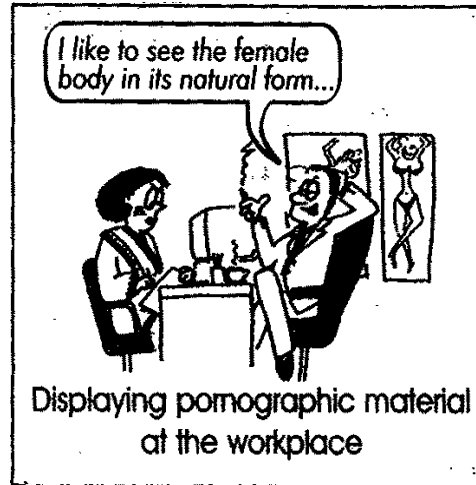


Making obscene
gestures or using
indecent language

Unwelcome sexual
overtones in any
manner



Touching or
brushing against
any part of the
body and the like

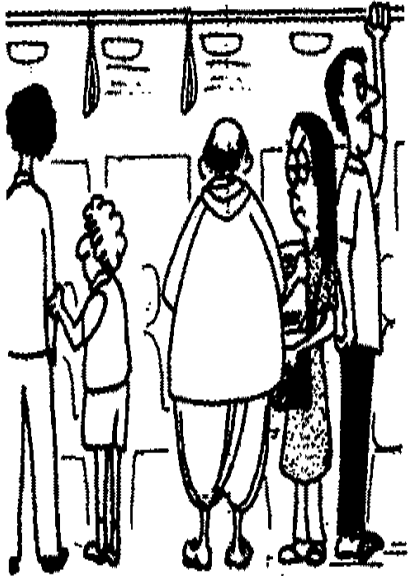


Displaying pornographic or
other offensive or derogatory
pictures, cartoons, pamphlets
or sayings



Molestation

Forcible physical
touch or molestation



Physical confinement against one's will and any other act likely to violate one's privacy

Standing too close and trying to touch or feel

Abuse of authority or power



Threatening adverse consequences on raising objections or resisting advances

IN SHORT..

Workplace Sexual Harassment is when the behavior is

- Unwelcome
- Sexual in Nature
- A Subjective Experience
- Impact not the intent matters

COMPLAINT PROCESS

- ◉ COMPLAINT BOX for a grievance has already been created and frequently checked to hurry up the process of redress if needed.
- ◉ An Internal Complaints Committee (ICC) has dealing with the complaints filed under the harassment of woman at workplace (Prevention, Prohibition, and Redressal) Act 2013.
- ◉ Complaints to the Committee are lodge in person to the convener of the Committee or can be drop by the Drop Box placed outside the Principal's chamber or through our email or on-line portal.
- ◉ The procedure is base on the principles of natural justice.

COMPLAINT REDRESSAL:

NO.of complaints received	No. of complaints disposed off	Time for redressal	Nature of action taken
02	02	Maximum 13 days	Counseling, Meet with both student, Parents Meeting, Case withdraw

MAMASAHEB MOHOL COLLEGE, PAUD ROAD, PUNE- 38**2018-19 INTERNAL COMPLAINT COMMITTEE- ACTIVITY**

Name of the Activity	Objectives	Details/ Particulars	No. of Students Participated	Outcomes
Internal complaint Committee organizes lecture on 'cancer awareness and prevention'	To aware of the fact that lifestyle choices impact our overall health and that many types of cancer are directly associated with unhealthy habits	Dr. Sunita Kale shared their valuable guidance regarding 'types of cancer are directly associated with unhealthy habits'	Around 127 students were attended lecture	To significant increase in the level of knowledge of cancer among the students To inculcate safe lifestyle practices

DR. SUNITA KALE SHARED THEIR VALUABLE GUIDANCE



2018-19 INTERNAL COMPLAINT COMMITTEE-ACTIVITY

Name of the Activity	Objectives	Details/ Particulars	No. of Students Participated	Outcomes
Internal complaint Committee Organizes street play on 'constitutional literacy'	To create awareness regarding constitution	Abhivyakti sanstha pune presented street play in our college	Around 150 to 200 students were attended street play	to learn and understand our constitutional rights and responsibilities

Name of the Activity	Objectives	Details/ Particulars	No. of Students Participated	Outcomes
Internal complaint Committee Organizes book exhibition on 'social and financial problems'	To know about social and financial issues to the students	Abhivyakti sanstha pune organized book exhibition in our college	Around 250 to 300 students were visited to book exhibition	To learn and how to face and handle social issues as well as financial issues in the society

BOOK EXHIBITION ON 'SOCIAL AND FINANCIAL PROBLEMS'



THANK YOU