

Prof Ram Meghe College of Engineering & Management
Badnera-Amravati
Internal Complaints Committee

The Women Development Cell at PRMCEAM was established with the goals of ensuring the well-being of female employees and students, facilitating the resolution of their disputes, preserving campus harmony, and enabling women to pursue their career with respect and dignity.

The Supreme Court of India gave instructions on 13 August 1997 to enforce legislation and rules for the safety of women at work, declaring that sexual harassment is a violation of a woman's fundamental rights.

Accordingly a Grievance Redressal Committee was constituted with reference to

- AICTE Regulation 2012 No. F. No. 37-3/Legal/2012 Notification dated 25/05/2012 on 29/01/2013 by SGBAU for PRMCEAM

An Internal Complaint Committee was constituted with reference to

- Provision of Section 4 of the Sexual Harassment of Women at Workplace(Prevention, Prohibition and Redressal)Act, 2013 to provide safe and secured environment to women at the workplace.
- Section 4 (Gender Sensitization, Prevention and Prohibition of Sexual Harassment of Women Employees and Students and Redressal of Grievances in Technical Institutions)Regulation, 2016 vide No. F.AICTE/WH/2016/01 dated 10th June 2016.

An Internal Complaints committee is in force with following members:

S.N	Name	Designation	Contact No.
1.	Dr. Mrs. P. A. Khodke	Presiding Officer	9623711628
2.	Dr. Mrs. K. N. Kasat	Female Faculty Member	8087533556
3.	Dr. Mrs. S. A. Bejalwar	Female Faculty Member	9673430690
4.	Mrs. Rushali Kadu	Female Non-Teaching Member	9860192594
5.	Mr. Jagdish Kapade	Male Non- Teaching Member	9552864554
6.	Ms. Rutuja Fasate	Female Students Representative (EXTC)	8530962184
7.	Mr. Ayush Bhagat	Male Students Representative (EE)	90966 94583
8.	Mr. Om Nalaskar	Male Students Representative (Civil)	8275732468

Definition of Sexual Harassment:

As mentioned in AICTE Notification Section 4 (Gender Sensitization, Prevention and Prohibition of Sexual Harassment of Women Employees and Students and Redressal of Grievances in Technical Institutions) Regulation, 2016 vide No. F.AICTE/WH/2016/01 'sexual harassment' means :

- i) An unwanted conduct with sexual undertones which is persistent and which demeans, humiliates or creates a hostile and intimidating environment or is calculated to induce submission by actual or threatened adverse consequences and includes any one or more or all of the following unwelcome acts or behaviour (whether directly or by implication), namely:
 - a) Any unwelcome physical, verbal or non-verbal conduct of sexual nature;
 - b) Demand or request for sexual favours;
 - c) Making sexually coloured remarks;
 - d) Physical contact and advances; or
 - e) Showing pornography; and
- ii) Any one (or more than one or all) of the following circumstances, if it occurs or is present in relation or connected with any behaviour that has explicit or implicit sexual undertones-
 - a) Implied or explicit promise of preferential treatment as quid pro quo for sexual favours;
 - b) Implied or explicit threat of detrimental treatment in the conduct of work;
 - c) Implied or explicit threat about the present or future status of the person concerned;
 - d) Creating an intimidating offensive or hostile learning environment;
 - e) Humiliating treatment likely to affect the health, safety dignity or physical integrity of the person concerned;

Who can approach ICC for help?

Any female employee (faculty, student or staff) of Prof Ram Meghe College of Engineering & Management, Badnera-Amravati.

Complaint & Inquiry Procedure:

Internal Complaints Committee

- Written complaint to be submitted to ICC with supporting documents and name , addresses of the witnesses if any within 3 months of the incident.
- The inquiry has to be completed within a period of ninety days within the receipt of the complaint.
- The executive authority of the Institute shall act on the recommendations of the committee within a period of thirty days from the receipt of inquiry report.

Punishment and Compensation:

1) If the offender is an employee - Anyone found guilty of sexual harassment shall be punished in accordance with service rules of the Institute. Depending upon the severity of the case, the punishment may include:

- Warning
- Written apology
- withholding of increments / promotion
- Suspension
- Dismissal
- Any other relevant actions

2) If an offender is a student -

- Withhold privileges of the student such as access to library, scholarships, transportation, identity card etc.
- Suspend or restrict entry into the campus
- Expel and strike off name from the roll list of the institution

Where To Contact?

- Send an email to Presiding Officer of ICC (iccprmcem@gmail.com)

Your complaint will be kept CONFIDENTIAL