



Vidarbha Youth Welfare Society's
PROF RAM MEGHE COLLEGE OF ENGINEERING & MANAGEMENT
New Express Highway, Badnera-Amravati 444701.



PRMCEAM/Estt/ICC/23-24
Date -17.07.2023

Office Circular

- Reference:** - 1. उपकुलसचिव (विकास) संत गाडगे बाबा अमरावती विद्यापीठ अमरावती यांचे पत्र
क्रमांक संगबाअवि /७-ड /०९/५१९/१७ दिनांक १५/०९/२०१७.
2. Previous Office Circular dated 27.10.2017
3. Previous Office Circular dated 15.02.2022

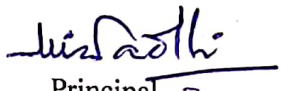
Re-Constitution of Internal Complaints Committee (ICC) to redress Sexual Harassment of Working Women at Workplace.

An Internal Complaints Committee (ICC) (As per Section 4 All India Council for Technical Education (Gender Sensitization, Prevention and Prohibition of Sexual Harassment of Women Employees and students and Redressal of Grievances in Technical Institutions) Regulations, 2016 vide No. F.AICTE/WH/2016/01 dated 10th June, 2016* comprising of following members is constituted at the college,

1.	Dr. Ms. S.T.Mhaske	Presiding Officer
2.	Dr. Mrs. K.N. Kasat	Female faculty Member
3.	Dr. Mrs. S.A. Bejalwar	Female faculty Member
4.	Dr. Varsha Deshmukh	NGO- representative
5.	Mrs. Rushali Kadu	Female Non teaching Member
6.	Mr. Jagdish Kapde	Male Non teaching Member
7.	Ms. Prajakta Dinesh Kalaskar (II-CSE)	Female Students representative
8.	Mr. Swaraj Deepak Talokar (II-IT)	Male Students representative
9.	Ms. Gauri Satish Mehare (II-Civil)	Female Students representative

The Internal Complaints Committee shall inquire into the complaints as per provisions of Section 4 of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. The committee shall be responsible for timely redressal of complaints / grievance as and when made by the victim women employees.

- cc- 1. To the Committee Members
2. All HoD's /In-charge


Principal
PRMCEAM, Badnera-Amravati
PRINCIPAL
Prof Ram Meghe College of Engineering & Management
New Express Highway, Badnera, Amravati.

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 (iccprnceam@gmail.com)

Your complaint will be kept CONFIDENTIAL