

**INTERNAL COMPLAINT
COMMITTEE**



PSPM's

Mahila Homoeopathic Medical College

283/1 B Kolgiri Nagar, Hotgi Road, Majrewadi, Solapur.

Tel. (0217)2991315

Ref. No.: PSPM/MHMC/VGPG/SOL/ 6993 /20243

INTERNAL COMPLAINT COMMITTEE POLICY DOCUMENT

Institute has established the Internal Complaint Committee in college assumption and it can be attached the Govt. of India and UGC rules and regulations, court directives and states acts to proscription all sexual Harassment activities in the college campus, all the injustice related to internal complaint/sexual Harassment is constituted by the college principal and Internal complaint/sexual Harassment committee.

FUNCTIONS:

1. To handle with cases or Complaints of sexual magnify and any other type of Harassment of the students in the institute assumption.
2. He/She can noun way of the senior lady staff members who are responsible for receiving complaints of sexual Harassment.
3. When a senior lady staff member receives a complaint of sexual Harassment, he/she will immediately note the dates, times and facts of the incidents.
4. Determine the views of the dupe as to what outcome he/she wants secure that the dupe understands the institute Procedures for dealing with the compliant discuss and agree.
5. To process all the single complaints and take suitable action subsequently in the bearing and method, as per the college rules and regulations.
6. The deficit the career opportunity due to the incident of sexual harassment.
7. Medical expenses incurred by the assumption for physical treatment.
8. The income and financial status of the defendant.
9. The feasibility of such payments is round sum in installments.
10. To provide assistance to the students for taking preventive steps in the matter of gender perception and sexual harassment.
11. The providing/Conducting various opportunities and events for girls and woman to be financially, mentally and emotionally empowered to promote their growth as individuals in their own rights.

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& Research Center, Solapur.

Principal



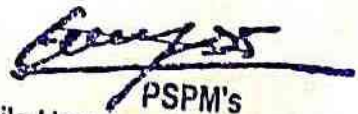
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INTERNAL COMPLAINT COMMITTEE

RESPONSIBILITIES:

- ❖ The committee deals with the cases/complaints of sexual harassment and any other type of harassment of the female students, teaching and non-teaching female staff of the college.
- ❖ At least 50% of the members of the committee may be woman.
- ❖ The committee shall process all the individual complaints and take suitable action there as per the college norms.
- ❖ The committee may form/review the guidelines/policy for redressed of the injustice as required from time to time which may be in accordance with those issued by Supreme Court and government agencies.
- ❖ In case of breach of the moral code, a written complaint is received from the grievred person & necessary action is taken, preferably to settle the matter through counseling and conciliation as soon as possible.
- ❖ The committee will provide assistance to the Member/college/institute for taking preventive steps in the matter of gender discrimination and sexual harassment.
- ❖ To take necessary steps to create awareness.


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Date: 21-08-2023

CIRCULAR

The Internal Complaint Committee meeting for the Academic Year 2022-2023 is scheduled to be held on 23-08-2023 at 11.00 am. All the members of Internal Complaint Committee are requested to attend the Meeting.


AGENDA:

- ❖ To discuss the objective of the establishment of the ICC committee.
- ❖ To decide the working of the committee and the method in which grievances are to be submitted to the committee.
- ❖ Decide on organizing awareness campaigns for internal complaint/anti-sexual harassment through posters and seminars.

S.NO	Name of The Member	Designation	Position
1	DR. UTAGE JYOTI SANJAY	Principal	Chairman
2	DR. VARSHA VIJAY PAGARE	Professor	Coordinator
3	DR. RAJARAM DAGADU ITUKADE	Associate Professor	Member
4	Shrushti Bhaiyaa	Student	Member
5	Aboli Kulkarni	Student	Member

Principal**Copy to:**

1. IQAC Coordinator
2. All HODs
3. Concerned faculty members
4. Administrative Officer
5. Accounts Officer
6. Circulate among the students


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Date: 23-08-2023

MINUTES OF THE MEETING

The Internal Complaint Committee chairman along with its members assembled at Seminar Hall by 11.00 am to discuss Internal Complaint Committee activities in the college.

Agenda of the Meeting:

- The Chairperson explained the role of the committee in conducting awareness programs and the importance of Internal Complaint/Anti-sexual harassment measures to be implemented in the college.
- It was decided in the meeting that any member of the committee can receive a complaint and forward the same to the committee.

The Following Members Were Present

S.NO	Name of The Member	Position	Signature
1	Dr. Vilas Harpale	Chairman	
2	DR. VARSHA VIJAY PAGARE	Coordinator	
3	DR. RAJARAM DAGADU ITUKADE	Member	
4	Shrushti Bhaiyaa	Member	
5	Aboli Kulkarni	Member	

Principal

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