

**DR. AMBEDKAR COLLEGE  
DEEKSHABHOOMI, NAGPUR**



**INTERNAL COMPLAINTS COMMITTEE  
FOR  
PREVENTION OF SEXUAL HARASSMENT**

**POLICY OF THE COLLEGE TO PREVENT SEXUAL  
HARASSMENT**





***“The meaning and content of the fundamental rights guaranteed in the Constitution of India are of sufficient amplitudes to encompass all facets of gender equality....”***

***Late Chief Justice J.S. Verma, Supreme Court of India, Vishaka v. State of Rajasthan***

## **INTRODUCTION**

Sexual harassment is a serious manifestation of sex discrimination at the workplace and a violation of human rights as well as fundamental rights, enshrined in the Constitution of India. It is yet another form of violence against women reflecting patriarchal mind sets and gender based discrimination that women experience at work. It is also a manifestation of power relations, as women are much more likely to be the victims of sexual harassment because of their already existing vulnerability, insecurity, and social conditioning to accept discrimination in silence. Hence, there is a strong need to strengthen the Sexual Harassment Act. To make the legislation more effective, the need is to publicise this law to the people so that it would make its protection more comprehensive and effective. With this aim and as per statutory requirement the following committee is constituted by the college.

It is hereby notified for information of all concerned that for the Prevention of sexual Harassment in Dr. Ambedkar College, Deeksha Bhoomi, Nagpur, following members have been nominated for three academic years as Member of Internal Complaints Committee.

## **CONSTITUTION OF INTERNAL COMPLAINTS COMMITTEE**

### **PRESIDING OFFICER AND CO-ORDINATOR:**

**Dr. Mrs. Sandhya Kalamdhad**

Professor, Department of Law

Contact No.: 9890408516

Email Id.: spkalamdhad@gmail.com

### **MEMBERS:**

1. Mr. N.G. Telkapalliwar

Asst. Prof. Department of Chemistry

Contact No.: 9423679431

2. Mr. U.J. Dongre

Associate Professor, Department of Biotechnology

Contact No.: 9730398751

3. Ms. Anusha Patre

Assistant Professor, Department of Law

Contact No.: 9665481261

4. Ms. Shilpa Rathod

Assistant Professor, Department of Law

Contact No.: 9325230736

5. Mr. Mukund Telang

Senior Clerk

Contact No.: 9881820443

6. Mrs. Leena Kamble

Lab Attendant, Department of Biotechnology

Contact No.: 9595379722

7. Ms. Diksha Dayma (Student Representative) (Sem – I, B.Sc)

Contact No.: 9420177387

8. Mr. Harsh Ghate (Student Representative) (Sem – III, BA.LL.B)

Contact No.: 9112612268

9. Mr. Nehanshu Patil (Student Representative) ( Sem – I, LL.M)

Contact No.: 9420177387

10. Adv. Rekha Barhate (Advocate and Social Activist)

Contact No.: 9422101147

## **AIMS AND OBJECTIVES**

- To provide protection against sexual harassment of women in the institution
- To make the staff and students aware about the legal provisions for prevention of sexual harassment
- To conduct awareness programmes and sensitize the staff and the students on prevention of sexual harassment
- To entertain any complaint on sexual harassment
- To provide punishment if found guilty
- To provide any other appropriate remedy as deemed fit by the committee

## **POLICY OF THE COLLEGE TO PREVENT SEXUAL HARASSMENT**

The first step to prevention is recognition therefore our college strongly believes in-



The contact details of the members of the Internal Complaints Committee can be found on the University website. This is also displayed at conspicuous places in the college campus, almost in all the departments. A student or any concern person can also write to [iccdacn@gmail.com](mailto:iccdacn@gmail.com) or [spkalamdhad@gmail.com](mailto:spkalamdhad@gmail.com) in case of any difficulty. If the Committee finds the merit in the case of sexual harassment on the complaint received, the Committee will take immediate action including the filing of First Information Report (FIR) with the local police depending on the seriousness of the case.

## INTERNAL COMPLAINTS COMMITTEE AND THE PROCEDURE TO FILE A COMPLAINT

### WHAT IS THE INTERNAL COMPLAINTS COMMITTEE?

- Every workplace must constitute an Internal Complaints Committee headed by a senior-level woman employee

- Details of the committee and members must be displayed at the workplace



- The committee must have not less than two members from amongst employees who are committed to the cause of women, or have experience in



social work or have legal knowledge

- One member must be from an NGO or such association

- At least half of the committee must comprise women

- In case of establishments with less than ten members and no complaints committee, the appropriate government must constitute a Local Complaints Committee in every district

### HOW CAN AN EMPLOYEE FILE A COMPLAINT?

- The complaint must be made in writing within 3 months of the incident. In case of a series of incidents, report within 3 months of last incident

- The time limit can be extended to three more months under valid circumstances

- At the complainant's request, the committee can take steps to mediate a reconciliation before initiating an inquiry

- The legal heir can make a complaint on behalf of the woman in case of physical/mental incapacity, death or otherwise

- If both parties are employees, they must be given the opportunity of being heard and a copy of findings be made available to both

- The complainant can ask for transfer (for herself or the respondent), 3 months leave or other relief during inquiry period

- The inquiry should be completed in 90 days

- Non-compliance is punishable



SOURCE: [HTTP://WWW.THEHINDU.COM/MULTIMEDIA/ARCHIVE/02208/3\\_2208359A.JPG](http://www.thehindu.com/multimedia/archive/02208/3_2208359a.jpg)

Depending upon the nature and gravity of the offence, The College Committee may impose the following punishments : (as per the statute)

**PUNISHMENT FOR MISCONDUCT INCLUDING MONETARY COMPENSATION**  
(when allegations are proved)



**Employee**

- ✓ Shall be punished as per the service rules



**Student (based on severity of the offence)**

- ✓ Withhold privileges of the student such as access to the library, auditoria, halls of residence, transportation, scholarships, allowances, and identity card
- ✓ Suspend or restrict entry into the campus for a specific period
- ✓ Expel and strike off name from the rolls of the institution, including denial of readmission
- ✓ Award reformatory punishments like mandatory counselling and / or performance of community services

**Monetary compensation payable in addition**  
(calculation based on)

- ✓ Mental trauma, pain, suffering and distress caused to the aggrieved person
- ✓ Loss of career opportunity due to the incident of sexual harassment
- ✓ Medical expenses incurred by the victim for physical, psychiatric treatment
- ✓ Income and status of the alleged perpetrator and victim
- ✓ Feasibility of such payment in lump sum or in instalments

This is a sincere appeal to all the students of Dr. Ambedkar College, Deeksha Bhoomi, to abide by the instructions scrupulously to ensure a conducive academic atmosphere. The college shows zero tolerance policy towards the acts of sexual harassment.



Internal Complaints Committee Presiding Officer and Co-Ordinator :

Dr. Mrs. Sandhya Kalamdhad  
Professor, Department of Law  
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