



National Centre for Rural Development's
Sterling College of Arts, Commerce & Science

(NAAC Accredited)

(Affiliated to University of Mumbai)

Plot No. 93, Sector 19, Nerul (East), Navi Mumbai – 400706

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Internal Complaints Committee (ICC)

Introduction

Internal complaint committee has been formed by the NCRD's sterling college of arts, commerce and science as per the guidelines of UGC to address the issues under Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and girl students in Higher Educational Institutions Regulations 2015. The committee is formed basically to guide and provide protection to women employees against sexual harassment in the college campus and for prevention and redressal of sexual harassment if any.

Objectives

- Prevent discrimination on the basis of gender, caste, religion etc among the staff students of the college
- Deal with the cases of discrimination and sexual harassment against women staff and girl students if any and extend support services to victimised
- Recommend the management to make necessary rules and regulations for protecting against any type of discrimination and create support services for women staff and students
- Recommend the management for appropriate punitive actions against internal complains in future

As per the guidelines of Supreme Court 'Sexual harassment can be defined as **“unwelcome” sexually determined behaviour, whether directly or by implication**

The Committee for Complaints will be as under

Sr. No.	Name of Member	Position in ICC	Male /female	Contact Nos.
1	Mr. Pratap Kadam, Vice Principal	Chairman	Male	9819148315
2	Dr. Mansi Killedar, Assistant Professor	Member	Female	9320365999
3	Mr. Ranjeet Thakur, Assistant professor	Member	Male	9082220178
4	Dr. Sumathi Gopal, Assitant Professor	Member	Female	9892622912
5	Mrs. Suvarna Vani Jr. clerk	Member	Female	8169388721

Mechanism

- The complainant will make a complaint in writing to the chairman of ICC giving the details of complaint
- The chairman will call the meeting of the committee depending up on the nature of complaint
- The complainant and other related person will be called, if needed to hear from them
- Based on the hearing from both the side the committee will give the decision within 15 to 20 days from the date of complaint
- If complainant is satisfied with the decision of the committee, he/she can write to the principal of the college within 30 days from the date of decision
- Principal after discussing with ICC will give the final decision and
- The decision given by the principal of the college is not accepted by the complainant he/she can approach to the management within 20 days from the date of decision of the principal
- If the internal complaint committee (ICC) and the principal is unable to take the take the decision about the complaint, due to complexity and the nature of complaint, such complaints will be forwarded to the management giving with remarks