

Our Lady of Grace Trust's

ST. GONSALO GARCIA COLLEGE OF ARTS AND COMMERCE, VASAI



INTERNAL COMPLAINTS COMMITTEE POLICY

Purpose:

- For providing a safe academic and working environment to all students and its women employees.
- In pursuance of “UGC (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations 2015” and as per the directives issued by Maharashtra State Commission for Women (MSCW), our college has constituted ICC.
- Internal Complaints Committee (ICC) is constituted to deal with the complaints relating to sexual harassment at workplace.

Functions:

- Conduct preliminary enquiry of all reported cases and / or complaints relating to sexual harassment at workplace involving all sections of members of faculty, staff and students of the institute.
- Submit the preliminary enquiry report to the Principal along with all documents and recommendations of possible punishment if any.
- Evolve and suggest means to take preventive measures.
- In case of allegations, not in the nature of sexual harassment, ICC may refer such complaints to the Grievance Redressal Cell.

Activities:

- a) To organize workshops to create awareness on sexual harassment.
- b) To organize lectures by legal experts.
- c) Organizing exhibitions, street plays skits for creating awareness among youth.




PRINCIPAL
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