

Internal Complaint Committee (ICC)

Reena Mehta College of Arts Science Commerce & Management Studies is a coeducational institution providing equal opportunities to all. Men and women work together in a congenial atmosphere, however if there are any complaints involving physical contacts or advances, demand for sexual favours, sexually tainted remarks, and any unwelcome physical, verbal or nonverbal expressions of a sexual nature; it is addressed and appropriate action is taken. This cell aims at sensitizing the students and staff to work diligently to prevent sexual harassment in the college. Complaints of sexual harassment shall be lodged with the Committee and appropriate disciplinary action is initiated by the members in accordance to the rules and regulations of the college.

Why ICC?

- It is formed according to the provisions of the POSH ACT-Sexual Harassment of Women at Workplace Act of 2013, 9 th December 2013. (Prevention, Prohibition and Redressal).
- It is also mentioned in University Grants Commission (Prevention, Prohibition and Redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015- 2 nd May 2016.

What is ICC?

The POSH Act demanded an ICC be made at all workplaces for the redressal of sexual harassment cases.

Functions of ICC:

- To prevent sexual harassment at workplace.
- To prevent discrimination and sexual harassment against girls by promoting gender amity among students and employees
- To conduct periodical programmes on women empowerment.
- To provide conducive environment and congenial atmosphere for women.

Who can approach ICC?

Any *aggrieved woman* who has suffered harassment at workplace can approach ICC.

Aggrieved woman includes :

- a. Woman who is an employee, or
- b. Someone visiting workplace, or
- c. Student

Note: A legal heir or a person prescribed can make a complaint on behalf of the woman, if the aggrieved is unable to do so on account of physical, mental capacity or death.



[Signature]
I/C Principal
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Bhayandar (West), Dist. Thane 401 101

ICC Committee Composition (A.Y. 2023-2024)

Sr No	Name	Designation	Position
1	Ms. Akansha Kadam	Assistant professor	Presiding Officer & Member
2	Ms. Sonal Jalan	Assistant professor	Member
3	Adv. Ms Pooja Waghela	Assistant professor	Member
4	Dr. Ragini Sinha	Assistant professor	Member
5	Adv. Mr. Nilesh Dubey	Assistant professor	Member
6	Mr. Ashok Yadav	Assistant professor	Member
7	Mr. Premkumar T Narayanan	Head Clerk	Member
8	Ms. Janhvi Ahire	Junior Clerk	Member
9		External Member	NGO Member
10	Miss Namandeep Kaur	Student	Undergraduate Student Member
11	Miss Prableen Kaur	Student	Post graduate Student Member


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Internal Complaints Committee

Annual Report 2023-24

The Internal Complaint Committee (ICC) conducted an **Awareness Programme** on "ICC and Its Role in Prevention of Sexual Harassment" for all the learners of undergraduate and postgraduate courses where the learners were made aware about ICC through a video presentation on 22nd July, 2023. The video educated the learners about the role of ICC in college, POSH Act and redressal mechanisms in a college environment. The event was conducted during the third lecture in the Auditorium and students were made aware about ICC.




ICC also conducted an **Awareness Drive** for all the newly appointed Teaching Staff on 19th August, 2023 and Non-Teaching Staff in Auditorium. All staff was made aware about the role of ICC in Prevention of Sexual Harassment in the Workplace and the steps to be taken when such a situation is encountered.


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ICC also conducted an **Awareness Program** by displaying posters around the college campus on 9th September, 2023 to educate individuals about the ICC, its role, different forms of harassment, and the penalties for such behaviour. The act pertinent information related to the ICC, including its role as a body responsible for addressing complaints of harassment and discrimination within the college community. The objective was to help create a safer and more respectful environment within the college community.


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ICC conducted a **Guest Lecture session** on "Protecting yourself from Digital Harassment: Cyber Security Essentials for Today's Generation" on 9th December, 2023. The speaker was Member of, Women and Child Rights Enabler. The main objective of this event was to enlighten students on essentials of cyber security and how to protect oneself from becoming a victim of digital harassment. Students had participated in the session and gained knowledge on how to maintain safety and security in the cyber space.



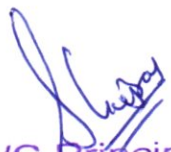
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ICC conducted a **session** on "Awareness of POSH Act 2013" and its sub themes on 8th February ,2023. The aim of the activity was to create awareness among students about the importance of POSH ACT 2013 and equality and justice for all. Students showcased their creativity by making innovative posters on the theme. Students had participated in the session.


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ICC conducted a **movie screening of the film "PINK"** on February, 2024 for all the degree learners in multiple sessions. The aim of this activity was to raise awareness about sexual harassment at workplace and gender biases in the society.


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ICC conducted a **Guest Lecture session** on "Understanding Gender and Gender based Discrimination" on 17th March, 2024. The speaker was Mrs. Minu Khan Counsellor of our college. The main objective of this event was to help students understand Gender Discrimination in the society and biases that were prevalent previously and how the outlook has changed in recent times. Students were enlightened through the session.


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