

INTERNAL COMPLAINT COMMITTEE (ICC)

NSSR's College Of Physical Education, Bee is a co-educational institution committed to providing equal opportunities to all individuals, ensuring a safe, respectful, and professional environment for both men and women. The college fosters a culture of mutual respect and cooperation among students, faculty, and staff. However, if any individual experiences or witnesses inappropriate behavior such as physical contact without consent, unwanted advances, requests for sexual favors, sexually suggestive remarks, or any other form of verbal, non-verbal, or physical conduct of a sexual nature, they are encouraged to report it immediately. To address such concerns, the college has established a dedicated committee responsible for handling complaints related to sexual harassment. This committee follows a structured process to investigate complaints fairly and confidentially. If any misconduct is found, appropriate disciplinary action is taken in accordance with the college's rules and regulations. Additionally, the committee actively works to raise awareness and educate students and staff about preventing sexual harassment and promoting a culture of dignity, safety, and mutual respect within the institution.

WHY ICC?

- The committee is formed as per the provisions of the **POSH Act—Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013**, effective from 9th December 2013.
- It also follows the guidelines set by the **University Grants Commission Regulations, 2015**, on the **Prevention, Prohibition, and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions**, notified on 2nd May 2016.

WHAT IS ICC?

The **POSH Act** mandates the establishment of an **Internal Complaints Committee (ICC)** at all workplaces to address and resolve sexual harassment cases.

FUNCTIONS OF ICC:

- **Prevent Sexual Harassment:** Establish a safe and respectful workplace by actively preventing incidents of sexual harassment.
- **Promote Gender Equality:** Foster an environment of mutual respect among students and employees, ensuring there is no discrimination against girls.
- **Conduct Awareness Programs:** Organize regular workshops, seminars, and training sessions on women's rights, empowerment, and workplace safety.
- **Create a Supportive Environment:** Provide a secure, inclusive, and encouraging atmosphere where women feel valued, respected, and comfortable to work and study.

HO CAN APPROACH ICC?

- I. Any woman who has experienced harassment in the workplace can report the issue to the **Internal Complaints Committee (ICC)** for assistance and redressal.
- II. An aggrieved woman includes:
 - **Employees** – Any woman working at the organization, including permanent, temporary, or contractual staff.
 - **Visitors** – Any woman visiting the workplace for official or personal reasons.
 - **Students** – Female students studying at the institution or undergoing training/internship.

NOTE: If an aggrieved woman is unable to file a complaint due to physical or mental incapacity or in the event of her passing, a legal heir or an authorized representative may file the complaint on her behalf.

ICC COMMITTEE COMPOSITION (A.Y 2024-2025)

Sr. No.	Name	Designation	Position
1	Dr. Kishore Narayanrao Kale	President	Member
2	Dr. Yogesh Bhartbhushan Kshirsagar	Secretary Of Management NSSR's	Member
3	Dr. Suryakant Pandurang Dhonde	Principal, Secretary Member	Presiding officer and Member
4	Ms. Dipa Bhartbhushan Kshirsagar	Trustee- Member	Member
5	Dr. Bhagchad Maruti Sanap	Local- Member – Tug Of War Association	Member
6	Mr. Mahadev Rakte	Local- Member – Kabaddi Association	Member
7	Mr. Madhav Gorak Ghodake	IQAC Coordinator	Member
8	Dr. Ravindra Matutirao Kale	Local- Member Academic & Research	Member
9	Mr. Raju Wangare	NGO Representative	Member
10	Dr. Bhima Haribhau Mane	Faculty Member	Member
11	Dr. Shetiba Bhima Chaugule	Faculty Member	Member
12	Dr. Parvez Riyakt Kahan	Faculty Member	Member
13	Mr. Anil Mohanrao Meherkar	Non- Teaching Member	Member
14	Mr. Shyamsundar Manoharao Takik	Non- Teaching Member	Member
15	Mr. Vaibhav Bhagchad Sanap	Student Representative	Undergraduate Student Member
16	Ms. Partiksha Chavhan	Student Representative	Undergraduate Student Member

Contact

Dr. Suryakant Pandurang Dhonde (ICC Presiding officer): +91 9096924925

Any student/teaching staff/non-teaching staff who wishes to file a sexual harassment complaint can contact any member of the ICC committee in the college.

OR

Email us at: copebeed@gmail.com