

**GOVINDRAO WARJUKAR ARTS & COMMERCE COLLEGE,  
NAGBHID**

**INTERNAL COMPLAINT COMMITTEE**

**ANNUAL REPORT (2020-21)**

An Internal Complaint Committee was established in the college as per the instructions. The working committee consists of the following officials:

<b>Name</b>	<b>Designation</b>
Dr. Ms. Nikita Mishra	Coordinator
Dr. C.N.Hanwante	Teacher Representative
Dr. Mrs. Vishakha Kayande	Teacher Representative
Smt. Puja Kore	Non-Teaching Staff Representative
Shri. Waman Nihite	Non-Teaching Staff Representative
Adv. Kirti Karkade	NGO Representative

**Objectives of Internal Complaints Committee (ICC):**

The objectives of the Internal Complaint Committee to prevent Sexual Harassment of Women at the Tirunelveli District Collectorate and the subsequent plan of action are as follows:

1. To form a policy against sexual harassment of women at the District Collectorate
2. To develop a consistent system for the prevention and redressal of sexual harassment cases and other acts of gender based violence at the District Collectorate.
3. To implement the policy in letter and spirit by developing a suitable reporting mechanism for receiving and addressing the complaints
4. To advocate the commitment of the District Collectorate to furnish an environment free of gender discrimination.

**Policy Statement**

Our college is committed to provide a safe environment for all its employees and associates, free from discrimination on any ground and from harassment at work including sexual harassment. Our college takes steps to prevent or deter the commission of acts of sexual harassment and to provide the procedures for the resolutions, settlement, or prosecution of acts, of sexual harassment at workplace. Our college will operate a zero-tolerance policy for any form of sexual harassment in the workplace, and promptly investigate all allegations of sexual harassment. All complaints

of sexual harassment will be taken seriously and treated with respect and in confidence. No one will be victimized for making such a complaint. Anyone found to have sexually harassed another, would face disciplinary action.

Making a false complaint of sexual harassment or providing false information regarding complaint will also be treated as a violation of policy.

**Responsibilities of the ICC:**

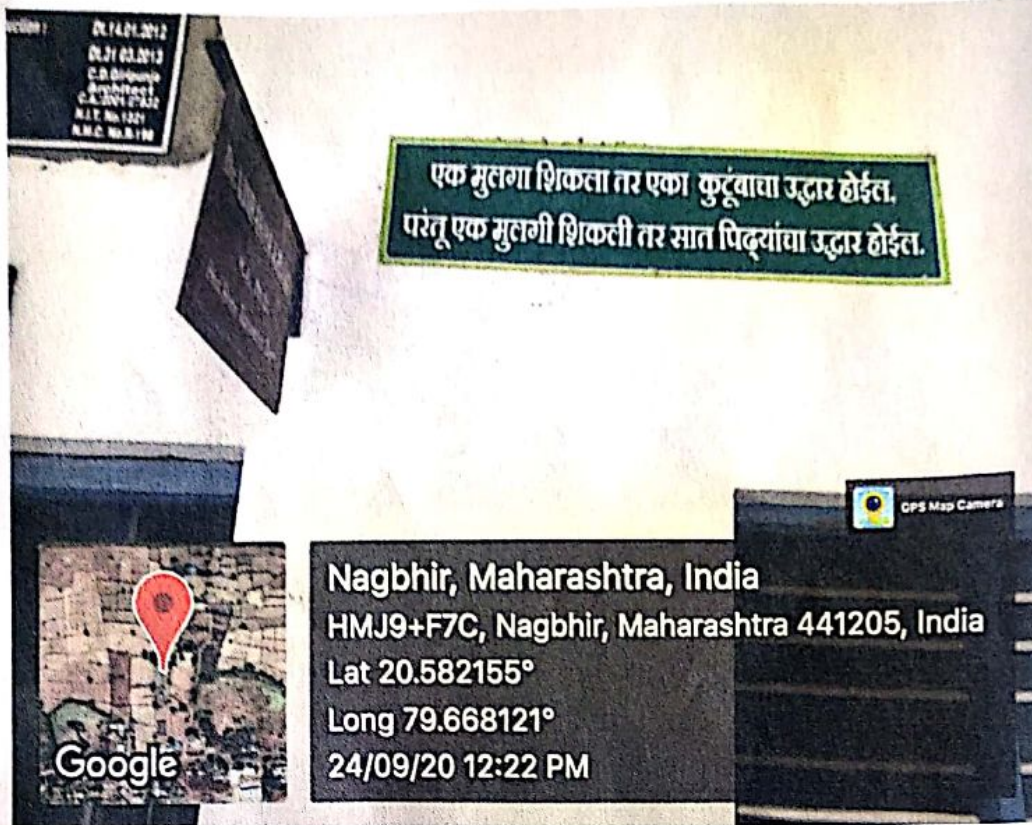
- To disseminate the Vishakha Committee guidelines pertaining to sexual harassment.
- To sensitize the students regarding the sexual harassment of women at Workplace (Prevention, Prohibition and Redressal) Act 2013
- Organize workshops to create awareness about the Act.
- To invite suggestions and complaints in the Suggestion Box installed in the college premises.

**Special facilities provided for girls:**

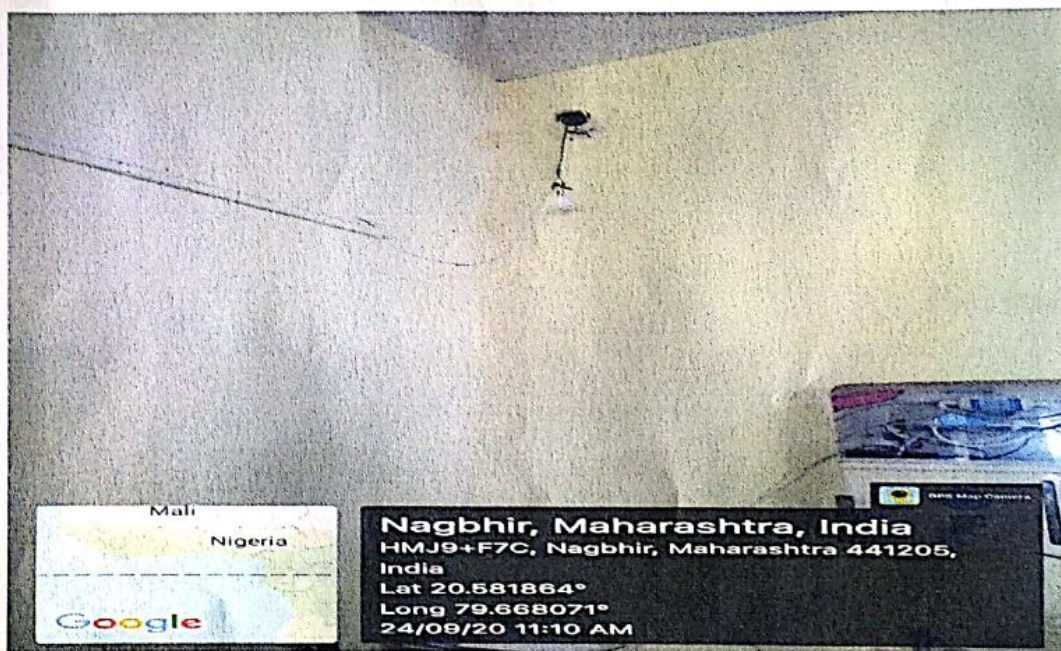
- The composition of the ICC Committee is displayed in the visible area.
- For safety and security of girls/women staff CCTV camera are installed in the campus everywhere.
- Meetings with girl students are arranged for their counselling.
- Common room for girls/women staff with separate toilets.
- Vending machine for girls/women staff is installed in girl's common room.

**The major items discussed in the meetings were:**

- To arrange workshop for students to orient them about the law of prohibition of sexual harassment at work place.
- To sensitize students about gender equity through workshops and guidance sessions.
- If any complaints are received from the students or the teaching and non-teaching staff, the committee will call the meeting and try to redress the complaints.
- To redress the grievances received through suggestion box and also place the suggestions received from the students in the meetings.



**GENDER EQUALITY SLOGAN (7.1.1)**



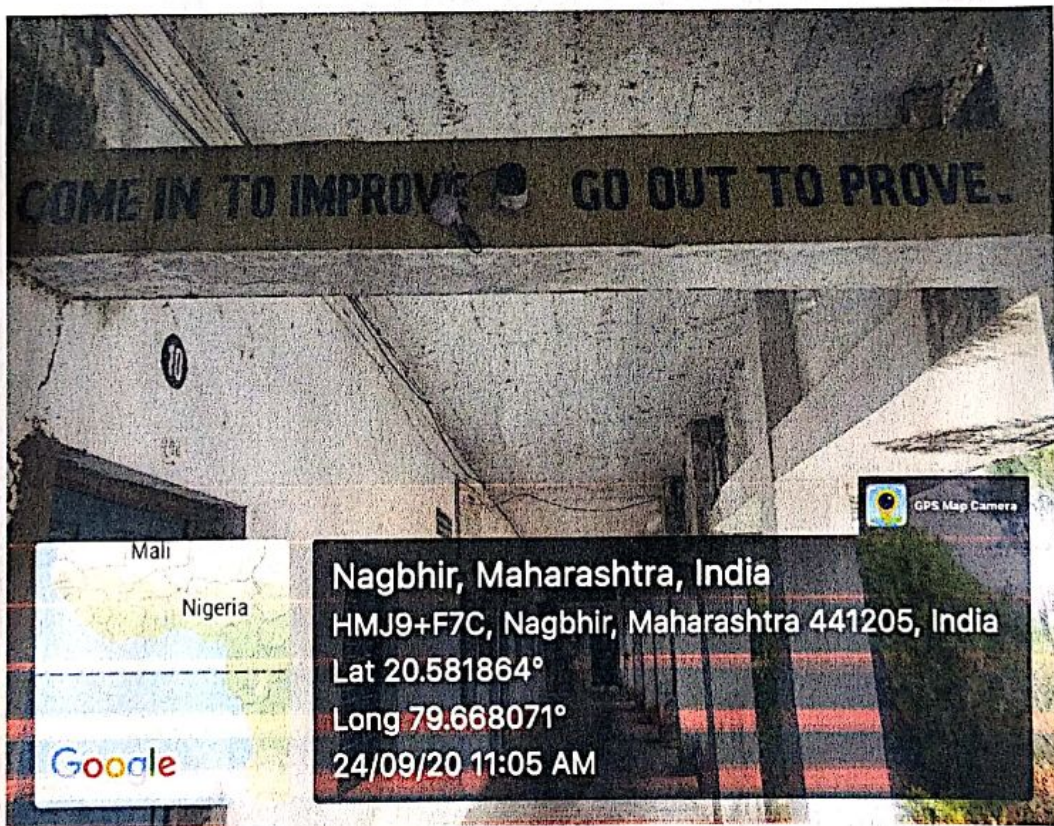
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*[Signature]*  
**Co-Ordinator**  
 IQAC  
 G. W. College  
 Nagbhid


*[Signature]*  
**Principal**  
 Govindrao Warjekar  
 Arts & Com. College  
 NAGBHID-441205




**CCTV CAMERA FOOTAGE (7.1.1)**



**CCTV CAMERA (7.1.1)**

  
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