



SHIVAJI POLYTECHNIC COLLEGE, SANGOLA

(Approved by AICTE, New Delhi, Recognized by DTE, Mumbai & Govt. of Maharashtra, Affiliated to MSBTE, Mumbai)

Sur No. 76/1,77 Sangola-Jath Road, Sangola, Dist. Solapur (Maharashtra) 413 307

Ph : (02187) 202852, Fax No. (02187) 222853

Web Site : www.spcsangola.com

E-mail-spc_sangola@yahoo.com

Constitution of Internal Complaints Committee (ICC) At Shivaji Polytechnic College, Sangola

1. Preamble

Shivaji Polytechnic College, Sangola is committed to creating and maintaining a healthy working and learning environment free of sexual harassment and discrimination for all its students, faculty, and staff. This document constitutes the formation, composition, functions, and procedures of the Internal Complaints Committee (ICC) as mandated by AICTE Regulations and in compliance with The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

2. Objective

- To prevent, prohibit, and redress sexual harassment of women at the workplace.
- To develop a secure environment where students and employees can work and study with dignity.

3. Scope

- All students, teaching, non-teaching, and administrative staff.
- Visitors, contractual workers, and service providers.
- Off-campus institutional events.

4. Definition of Sexual Harassment

Includes unwelcome:

- Physical contact and advances
- Demand or request for sexual favours
- Sexually coloured remarks
- Showing pornography
- Any other unwelcome verbal, non-verbal or physical conduct of sexual nature





RAMKRISHNA TECHNICAL EDUCATION SOCIETY'S

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5. Powers and Functions of ICC**Preventive:**

- Sensitization programs
- Awareness programmes

Redressal:

- Receive complaints
- Conduct inquiries
- Recommend disciplinary action
- Submit annual report

6. Complaint Procedure

- Complaints to be filed within 3 months (extendable)
- Inquiry within 90 days
- Report submission within 10 days
- Implementation of recommendations within 60 days

7. Punitive Actions

- Warning, apology, censure
- Suspension, termination, withholding promotion
- Counseling
- Student-related actions

8. False Complaints

Action may be taken only if complaint is proven malicious.

9. Reporting

Annual Report must include:

- Complaints received
- Complaints disposed
- Actions taken
- Awareness programmes held





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10. Amendments

Can be updated as per UGC/AICTE/Act revisions.

12. Display of Information

ICC Composition must be displayed on:

- College notice boards
- Official website

Dr.R.A.Deshmukh
Principal,

Dr. R. A. Deshmukh
Principal
Shivaji Polytechnic College
Sangola

Ms.P.V.Jadhav
Secretary-ICC

Ms.D.K.Jugadar
Chairman -ICC
Chairman/Secretary
Internal Complaint Committee

