

## Internal Complaint Committee

The Internal Complaint Committee of MKSSS's Cummins College of Engineering for Women is constituted in 2013 as per Gender Sensitization, Prevention and Prohibition of Sexual Harassment of Women Employees and Students and Redressal of Grievances in Technical Institutions (All India Council for Technical Education Regulations, 2016)

Sr No	Name	Designation	Post	Email Address	Contact No.
1	Prof. Dr. Supriya Kelkar	Senior Faculty	Presiding Officer	supriya.kelkar@cumminscollege.in	9890012637
2	Mrs. Asha Bapat	Representative of NGO	Member	asnapat@gmail.com	9689615686
3	Prof. Meenal Kamlakar	Faculty	Member	meenal.kamlakar@cumminscollege.in	9423500100
4	Prof. Ashok Khedkar	Faculty	Member	ashok.khedkar@cumminscollege.in	9423462964
5	Shri. Anand Bhosale	Non-Teaching Staff	Member	anand.bhosale@cumminscollege.in	9822024051
6	Shri.Prashant Renushe	Non-Teaching Staff	Member	registrar@cumminscollge.in	9822153715
7	Rucha Joshi	Student	Student representative	rucha.v.joshi@cumminscollege.in	020-25311000
8	Sanika Kulkarni	Student	Student representative	sanika.kulkarni@cumminscollege.in	020-25311000
9	Roza Gaikwad	Student	Student representative	roza.gaikwad@cumminscollege.in	020-25311000

### Sexual harassment Act 2013

Vishakha Guidelines for prevention of sexual harassment were introduced by the Supreme Court of India in 1997. This judgment was followed by the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. This legislative act in India protects women from sexual harassment at their place of work.

#### The Act

- Provides the definition of sexual harassment at work place
- Makes mandatory for the employer to create complaint redressal mechanism
- Makes workplace healthy and free of discrimination

#### Rights of working women

- Work with dignity in a safe environment
- Protection from sexual harassment
- Equal treatment at workplace

### What is sexual harassment?

Sexual harassment includes any more or more of following unwelcome acts (whether directly or by implication) such as:

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

## **Procedure to File a Complaint**

- Any aggrieved woman can file complaint in writing, to the ICC, within a period 3 months from the date of incident (sexual harassment at work place).
- If she is unable to make a complaint in writing, the ICC will provide all possible assistance to her for making the complaint in writing.
- If the ICC is satisfied that the circumstances were such, which prevented the woman from filing a complaint within a period of 3 months, it may extend the time limit not exceeding three months.
- The complainant needs to submit six copies of the complaint along with the supporting documents and names and addresses of the witnesses to the ICC. On receipt of the complaint, the Committee will send one of the copies to the respondent within a period of seven working days and ask the respondent to file his reply to the complaint along with his list of documents and names and addresses of witnesses, within a period not exceeding ten working days from the date of receipt of the complaint by him. Legal practitioner is not allowed to represent the case at any stage of the proceedings before the Committee.

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