

**SHOLAPUR SOCIAL ASSOCIATION ARTS AND  
COMMERCE COLLEGE, SOLAPUR**

**Internal Complaints Committee (ICC)**

In pursuance to the UGC/ Supreme Court guidelines, the Sholapur Social Association Arts And Commerce College, Solapur has constituted an Internal Complaints Committee for gender sensitization and handling complaints against sexual harassment. The committee addresses complaints such as discriminatory behavior and sexual harassment lodged by any member of the college which he or she observes or become aware of. The committee also advises the authority to take necessary remedial actions including punishment against the offender. The committee consists of representatives from the faculty members, non-teaching staff, students and local community. The composition and existing official members are as follows:

Sr.No.	Name	Designation	Contact
1	Dr. A.S. Khan	Associate Professor in English	+919765066696
2	Dr. A.A. Gadwal	Professor in Sociology	+919420660358
3	Mrs. R.Y. Mirza	Assistant Professor	+919921303635
4	Mr. A.M. Hotgi	Office Superintendent	+919890678586
5	Dr. A.H. Maniyar	Lab Assistant	_____
6	Miss Alfiya Sugur	Student Under Graduate	_____
7	Miss Ayesha Shaikh	Student Post Graduate	_____
8	Mrs. Afreen M Dalal	Ph.D Student	_____
9	Dr. Ayesha Rangrej	External Member (NGO etc.)	+919403498792

### **Objectives:**

The ICC is formed mainly to execute the prevention of sexual harassment policy outlined by the UGC/Supreme Court. Therefore, the committee upholds the following objectives:

- To prevent and prohibit incidents of sexual harassment of female employees and students in the college.
- To sensitize the female employees and students about the fundamental rights to have a safe and healthy environment in the college.

### **Scope:**

Since the ICC is formed to look into the matter of internal complaints, it has exclusive power to receive and address complaints from any of the female members of students, teaching and non-teaching staffs of the college.

### **Procedure**

The internal complaint committee shall adopt the following steps to resolve/ sort out the offences

- The complaint must be lodged with the college authority by the aggrieved person(s).
- The college authority will forward it to ICC for necessary step.
- The ICC will look into the matter (s)/ incidents (s) in a meeting and adopt a resolution for conducting an enquiry into the incident (s).
- After enquiry, the ICC will recommend the following steps-
  - Apology for light offence.
  - Expulsion from the college for a few days if the offence is not so serious.

- Refer the case(s) to the college authority in case of serious offence.
- Refer the case(s) to the legal authority by the college authority if needed.

### **Report**

Internal Complaint Committee (ICC) on Sexual Harassment as per section 4 of the sexual harassment of women at work place (Prevention, Prohibition and Redresan) Act 2013 had been constituted in the beginning of the Academic year.

Students, Faculty Members, Administrative and Non-teaching staffs were made aware about Act 2013 and sensitization was done regarding Gender Awareness, No complaint was registered with the committee regarding Sexual Harassment of women and girls in the institution. Throughout the year ICC committee worked on the following areas.

- Internal Complaint Committee Members name and their contact details board placed on outside of the Library.
- Every year Internal Complaint Committee invited the guests, they deliver a lecture on “Law related to Women”.
- Complaint Box is placed near the girl’s common room.
- Every year Internal Complaint Committee organized one day university level workshop on “Women Empowerment”.
- Complaint Box is opened with Internal Complaint Committee members in every weekend

SHOLAPUR SOCIAL ASSOCIATION'S ARTS & COMMERCE COLLEGE, SOLAPUR Internal Complaint Committee (ICC) 2022-23			
Sr. No.	Name	Post	Mobile No.
1	Dr. Mrs. A.S. Khan Associate Prof.	Convener	7420925495
2	Dr. A. A. Gadwal Professor	Member	9420660358
3	Mrs. R. Y. Mirza Assistant Prof.	Member	9921303635
4	Mr. A. M. Hotgi Office Supt.	Member	9890678586
5	Mr. A. H. Maniyar Lib. Assistant	Member	--
6	Miss. Alfiya Sugar B. A. - III	Member	--
7	Miss. A. Shaikh M. A. - II	Member	--
8	Mrs. A. M. Dalal Ph.D Student	Member	--
9	Dr. Mrs. A. Rangrej NGO Representative	Member	9403498792

Note : If Any Complaints contact the above Numbers or Drop you written Complaint in the Complaint Box

Board List of ICC Members

**INTERNAL COMPLAINTS**

The sexual harassment of women at work place (prevention, prohibition and redressal) act 2013  
The sexual harassment of women at workplace (prevention, prohibition and redressal) act 2013 is an act to provide protection against sexual harassment of women at work place.

Sexual harassment results in the violation of basic fundamental rights of women such as Right to equality under article 14,15 and her right to life and live with dignity under article 21 of the constitution of India.

**Definition of Sexual Harassment :**  
Sexual harassment includes any one or more of the following unwelcome acts or behaviour.

- 1) Physical contact and advances.
- 2) A demand or request for sexual favours.
- 3) Making sexually coloured remarks.
- 4) Showing pornography.
- 5) Any unwelcome messages through telephone or internet.

**STOP SEXUAL HARASSMENT**

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**JUSTICE FOR WOMEN**  
END SEXUAL ABUSE & HARASSMENT

ICC Information Banner



Complaint Box for ICC



ACP Raeesa Shaikh at ICC Event



ACP Raeesa Shaikh Speech



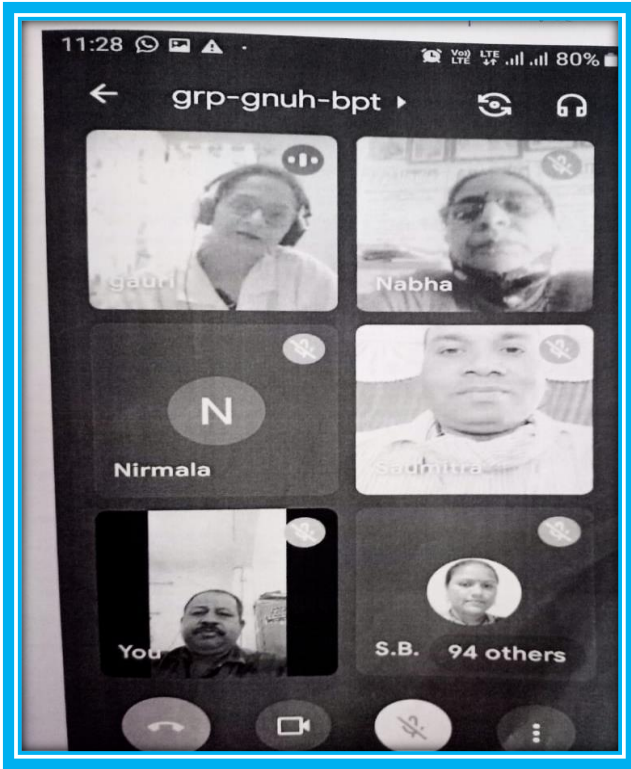
Dist Judge Yasmin Deshmukh guiding through PPT



Damini Patak Leader  
Mrs.Archana Jamadar



Dr. A.S. Khan speaking on Women Right



Online Guest Lecture on ICC



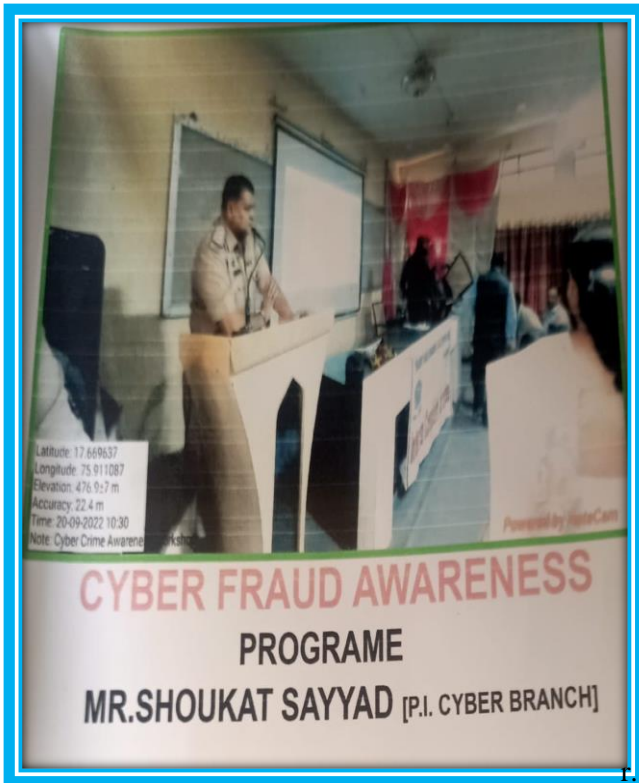
PG Student Miss Alfiya Sugur introducing ICC Event



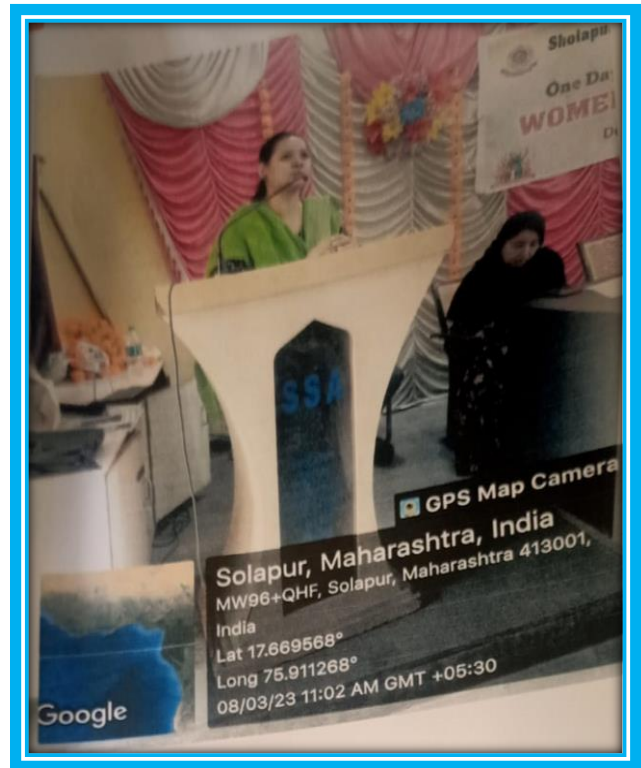
Corporator Waheda Madam at ICC Event



Ravindra Karankot Speaking about ICC measures



Mr. Shoukat Sayyed Addressing the students



Adv. Amruta Aklujkar Sharing her thought at ICC



Students Present At ICC Event

**NOTE : IF ANY PROBLEM REGARDING ICC MEASURES YOU CAN CONTACT THE ICC MEMBERS.**

Presiding Officer  
Dr. Mrs. A.S. Khan