



INDORE MAHAVIDYALAYA

AFFILIATED BY RGPV BHOPAL, APPROVED BY PCI NEW DELHI, RECOGNIZED BY DTE BHOPAL

Address : Village Jambudi Hapsi, Opposite Pitraparvat Airport road, GandhiNagar, Indore (M.P.)

Website - www.indoremahavidyalaya.in, Email - indoremahavidyalaya@gmail.com Contact - 9522187222, 8989548889

Ref.: IM/2021/ICC/01

01.12.2021

INTERNAL COMPLIANCE COMMITTEE (ICC)

WOMEN GRIEVANCE REDRESSAL CELL/ GENDER SENSITIZATION CELL

According to the Hon. Supreme Court of India definition of sexual harassment is any unwelcome sexually determined behavior, such as:

- Physical contact and advances
- Demand or request for sexual favors
- Sexually Colored remarks
- Any other unwelcome physical, verbal or non-verbal conduct of a sexual nature

Objectives

- To resolve issues pertaining to girls'/women's sexual harassment.
- To Women's Grievance Redressed Cell has been formed to resolve issues
- To equip the female students, faculty and staff members with knowledge of their legal rights.
- To safeguard the rights of female students, faculty and staff members.
- To provide a platform for listening to complaints and redressal of grievances.
- To incorporate hygiene habits and ensure a healthy atmosphere in and around the college.
- To ensure personality along with academic development of students.

Complaint procedure

- Any female who wants to file a complaint can do so by writing an application to the Chairperson of WGRC. In case of Sexual harassment the complainant shall include the specific nature of the incident, date and the place of the incident, name of all parties involved as well as a detailed report of all pertinent facts.
- A member who feels that she has been harassed is strongly urged to immediately bring the subject to the attention of a member Women's Redressed Committee. Inquiries and/or complaints will be investigated as quickly as possible. Any investigation will be conducted in confidential manner as compatible with a thorough investigation of the complaints.

Punishment for Sexual harassment

- Harassment shall subject the accused to disciplinary action up to and including expelling from Institute. However, if in fact it is determined through the course of investigation, that the incident and thus the accusation were fabricated, the complainant will face severe disciplinary action up to and including expelling from the Institution as per the prevailing rules of the Government sexual harassment policy.

Constitution of Internal Compliance Committee (ICC)/Women's Redressal Committee

S.No.	Name Of The Staff	Designation	Contact No.	Email.Id
01	Mis. Juhli Bhadoria	Chairperson	8221910311	juhlihadom989@gmail.com
02	Mis. Dipali Trivedi	Member	9165311992	dipali.trivedi3005@gmail.com
03	Mis. Jyoti Chourasiya	Member	7389403073	Jyotipoojachourasiya123@gmail.com

Indore Mahavidyalaya, Indore