



### **5.1. Grievance (ICC and WDC):-**

MKLM's B.L. Amlani College of Commerce and Economics, M.R. Nathwani College of Arts is always mindful that the vision and mission statement of the college would be incomplete if the learners and the female staff do not feel safe and secure in the premises or any other area under the influence or jurisdiction of the college. Therefore, a policy of ZERO Tolerance against Sexual Harassment becomes a very high priority concern. Aware and respectful of the various guidelines and directives from the University, State Government and the Supreme Court the College has an Internal Complaints Committee constituted according to norms specified in the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, commonly referred to as POSH and in pursuance of UGC (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations 2015. The committee follows strictly the due protocols in such matters and is empowered to address matters that come to it either as complaints or Suo motto actions it feels necessary to address. It also works proactively towards increasing gender sensitization among our faculty members and learners in the institution by carrying out or conducting various activities like awareness programs, interactions and lectures by the eminent speakers to disseminate the finer nuances of the concerned regulations.

### **ICC or Internal Complaint Committee: -**

It is formed according to the provisions of the POSH ACT-Sexual Harassment of Women at Workplace Act of 2013, 9th December 2013. (Prevention, Prohibition and Redressal). It is also mentioned in University Grants Commission (Prevention, Prohibition and Redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015-2nd May 2016. The POSH Act demanded an ICC be made at all workplaces for the redressal of sexual harassment cases.

### **Functions of ICC:**

- To prevent sexual harassment at workplace.
- To prevent discrimination and sexual harassment against girls by promoting gender amity among students and employees
- To conduct periodical programmes on women empowerment.
- To provide conducive environment and congenial atmosphere for women.

### **Who can approach ICC?**

Any *aggrieved woman* who has suffered harassment at workplace can approach ICC.

Aggrieved woman includes :

- a. Woman who is an employee, or
- b. Someone visiting workplace, or
- c. Student



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**Care is taken that:-**

1. At least one- half of the total members of the ICC are women.
2. The Principal, Vice-principal. Dean Administration, IQAC Coordinator are not included in the ICC.
3. The tenure of the ICC is for a period of three years and one-third of the members may be changed every year.
4. If the presiding officer or any member of the ICC is found to contravene any of the provisions of the S-16 of the POSH Act of 2013; is convicted for any offence or an enquiry into an offence under any law for the time being in force is pending against him or he has been found guilty in any disciplinary proceedings or any such proceeding is pending against him or he has abused his provision as to render his continuance in office prejudicial to the public interest, such presiding officer or such member shall be removed from the committee by the principal.
5. Any vacancy created in the ICC either for any reason in (4) above or of a casual nature shall be filled by fresh nomination in accordance with the provisions mentioned in 1 to 4 above.

**The principal being the head of the college has the following responsibilities:**

1. Ensure that the ICC is duly constituted as per the guidelines provided in this policy and that vacancies whenever they arise are duly filled.
2. Make available the necessary office staff and support so that the ICC may be able to conduct its business smoothly. Appropriate budgetary provisions are made for the meetings of the ICC including honorarium to be paid to any of the external members of the ICC and invitees as may be deemed necessary by the ICC in furtherance of its objectives and activities.

**Women's Development Cell:-**

The Women and Development Cell (WDC) is a mandated body as per Section 3.2 (15) of UGC Guidelines (Prevention, Prohibition and Redressal of Sexual Harassment of women employees and students in higher educational institutions) Regulations, 2015. Our college believes gender justice on campuses is clearly not an 'isolated operation' requiring quick fix solutions, but an exercise involving a perspectival shift that is able to set down norms of respect, non-discrimination and the unacceptability of any abuse of power, along with robust processes of debate, discussion and dialogue. This has to be the purpose of a new pedagogy within which issues of gender justice are seen as an integral part - not as 'women's issues' to be ghettoized or added on to academic or curricular agendas as a 'requirement' or afterthought.

**Objectives of WDC:**

- Living in a patriarchal society with deep rooted and socio-cultural value of male superiority, the objective of the Cell is to help build an egalitarian society.
- Helping female students live a balanced life where they neither lurk into depression nor take the abode of aggression.
- To stress upon the development of women in every sphere.
- To organize events and activities for women empowerment.
- To create an environment that will help women realize their full potential and give their best.



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- To provide assistance to the college level Women Development cell (WDC) for taking preventive steps in matter of gender discrimination and sexual harassment.

**Women's Development Cell & Internal Complaints Cell Members:-**

Sr. No	Name of the Members	Designation
1.	Dr. Aruna Singham	Convenor
2.	Asst.Prof. Parul Mehta	Member
3.	Asst.Prof. Sonali Chikhlikar	Member
4.	Asst.Prof. Priyanka Kumar	Member
5.	Asst.Prof. Sneha Pandey	Member

