



# SWAYAM SIDDHI MITRA SANGH'S DEGREE COLLEGE

(Affiliated to University of Mumbai, Recognised by Govt. of Maharashtra)  
(An ISO 9001-2000 Certified Institute)

Sonadevi Compound, Near Octroi Naka, Kalyan Road, Bhiwandi, Dist-Thane-421302.  
Tel. : (02522)249191/8805249191. E-Mail : [ssmsdegreecollege@gmail.com](mailto:ssmsdegreecollege@gmail.com) Website: [www.swayamsiddhi.info](http://www.swayamsiddhi.info)

## Internal Complaint Committee (ICC) & Prevention of Sexual Harassment Cell

The Sexual Harassment of Women at workplace (Prevention, Prohibition and Redressal) Act.2013 was passed by the Parliament of India. The Act provides protection against Sexual Harassment of Women at Workplace and for the prevention and redressal of complaints of sexual harassment and for the matters connected thereof with or incidental there to.

According to the Supreme Court guideline, Sexual harassment can be defined as "unwelcome" sexually determined behavior (whether directly or by implication) as:

1. Physical contact and advances;
  2. Demand or request for sexual favors;
  3. Sexually colored remarks;
  4. Showing pornography; and
  5. Other unwelcome physical, verbal or non-verbal conduct of a sexual nature.
- (Vishaka judgment by Supreme Court)

### Objective and Role of ICC:

- 1) To take consistent action for prevention, prohibition and redressal of complaints received regarding sexual harassment and gender discrimination of women personnel at the workplace
- 2) Make recommendations to the management to lay down procedures for the prohibition, resolution, settlement and prosecution of acts of discrimination and sexual harassment, by the students and the employees.
- 3) Deal with cases of discrimination and sexual harassment against women, in a time bound manner, aiming at ensuring support services to the victimized and termination of the harassment.
- 4) Recommend appropriate punitive action against the guilty party to the Management.

Principal

Swayam Siddhi Mitra Sangh's Degree College  
Bhiwandi - 421 302 (Thane)







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The Internal Complaint Committee (ICC) of the College was constituted in June 2017 in accordance with The Sexual Harassment at Workplace (Prevention, Prohibition and Redressal) Act.2013.

- Details of all members of the Committee have been displayed in college website
- Complaint boxes have been placed at different places in college for the reporting of grievances
- The college has tried to create awareness on the issue of sexual harassment by conducting workshops and lectures by lawyers and activists
- Self-defense course has been introduced for the empowerment of girl students

## COMPOSITION OF COMMITTEE 2018-2019:

| SR.NO | NAME OF FACULTY             | DESIGNATION | SIGN |
|-------|-----------------------------|-------------|------|
| 1     | Asst. Prof. Nausheen Parkar | Coordinator |      |
| 2     | Asst. Prof. Smita Dubey     | Member      |      |
| 3     | Asst. Prof. Aiman Peerzade  | Member      |      |
| 4     | Asst. Prof. Purvi Gosar     | Member      |      |

Principal

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Date: 16.07.2018

## NOTICE:

All the members of Internal Complaint committee are requested to remain present for meeting at 3.00 pm on Monday, 23rd July 2018 in Principal's Cabin.

Agenda of the meeting:

- 1) To Constitute ICC committee and to frame and finalise policies and objectives.
- 2) Provide information regarding the counselling cell
- 3) Inform the student about facilities available in the college for girl students.
- 4) Additional issues if any.

Principal

*for Mh*

Principal

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## MINUTES OF THE FIRST MEETING OF THE INTERNAL COMPLAINTS COMMITTEE (ICC):

Meeting of all members of Internal Complaints Committee (ICC) was held on 23'd July 2018 at 3 pm. Coordinator, Ms. Nausheen Parkar, welcomed all ICC members. Meeting started with reading of agenda.

Following points were discussed in the meeting,

The Committee were constituted and framed its policies and objectives. The Committee noted that no complaint of sexual harassment has been received from any employee/student till date. Discuss the outcome from counselling cell. Convey the information about facilities available in the college for girl students. The coordinator conveyed her thanks to the members for attending the meeting and the members agreed that the Committee will meet every semester on a regular basis or earlier, if need arise. Meeting ended with vote of thanks.

Coordinator ICC

Principal

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Principal







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Date: 08.07.2019

## COMPOSITION OF COMMITTEE 2019-2020:

| SR.NO | NAME OF FACULTY             | DESIGNATION | SIGN |
|-------|-----------------------------|-------------|------|
| 1     | Asst. Prof. Nausheen Parkar | Coordinator |      |
| 2     | Asst. Prof. Smita Dubey     | Member      |      |
| 3     | Asst. Prof. Aiman Peerzade  | Member      |      |
| 4     | Asst. Prof. Purvi Gosar     | Member      |      |

## NOTICE:

All the members of Internal Complaint committee are requested to remain present for meeting at 3.00 pm on Monday, 15<sup>th</sup> July 2019 in Principal's Cabin.

Agenda of the meeting:

- 1) Review of last MoM
- 2) Planning of various activities like self-defence session, seminars etc.
- 3) Additional issues if any.



for Mh  
Principal  
Swayam Siddhi Mitra Sangh's Degree College  
Bhiwandi - 421 302 (Thane)

Principal





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## MINUTES OF THE MEETING OF THE INTERNAL COMPLAINTS COMMITTEE

(ICC):

Meeting of all members of Internal Complaints Committee (ICC) was held on 15<sup>th</sup> July 2019 at 3 pm. Coordinator, Ms. Nausheen Parkar, welcomed all ICC members. Meeting started with reading of agenda.

Following points were discussed in the meeting,

The Committee noted that no complaint of sexual harassment has been received from any employee/student till date. Finalizing the schedule for activities planned for female staff and students, like self-defence, seminars on hygiene etc. The coordinator conveyed her thanks to the members for attending the meeting and the members agreed that the Committee will meet every semester on a regular basis or earlier, if need arise. Meeting ended with vote of thanks.

Activities Conducted in the year 2019-2020:

### 1. SELF DEFENSE WORKSHOP

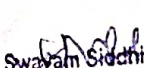
Internal Committee organized a Self Defense Workshop for girl students of the college on 14<sup>th</sup> December, 2019

### 2. HEALTH CHECK-UP CAMP:

On account of International Women's Day on 8/3/20, Internal Committee organized a complete health check up camp for teaching and non-teaching ladies staff and Blood investigation for all teaching and non-teaching male and female staff along with an awareness programme about female cancer for girl students and women teaching and non-teaching staff.

  
Coordinator ICC



  
Principal  
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Date: 11.08.2020

## COMPOSITION OF COMMITTEE 2020-2021:

| SR.NO | NAME OF FACULTY                 | DESIGNATION | SIGN |
|-------|---------------------------------|-------------|------|
| 1     | Asst. Prof. Nausheen Parkar     | Coordinator |      |
| 2     | Asst. Prof. Bhavna Khainar      | Member      |      |
| 3     | Asst. Prof. Sheetal Bhingardive | Member      |      |

## NOTICE:

All the members of Internal Complaint committee are requested to remain present for meeting at 3.00 pm on Tuesday, 18<sup>th</sup> August, 2020 on Zoom Platform, link will be shared in College WhatsApp Group.

Agenda of the meeting:

- 1) Review of last MoM
- 2) Planning of various online activities like seminars, talks etc.
- 3) Additional issues if any.



Principal  
Swayam Siddhi Mitra Sangh's Degree College  
Bhiwandi - 421302 (Thane)  
Principal





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## MINUTES OF THE MEETING OF THE INTERNAL COMPLAINTS COMMITTEE (ICC):

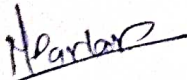
Meeting of all members of Internal Complaints Committee (ICC) was held on 18<sup>th</sup> August, 2020. Coordinator, Ms. Nausheen Parkar, welcomed all ICC members. Meeting started with reading of agenda.

Following points were discussed in the meeting,

The Committee noted that no complaint of sexual harassment has been received from any employee/student till date. Finalizing the schedule for online activities planned for female staff and students, like talks and seminars on hygiene etc. The coordinator conveyed her thanks to the members for attending the meeting and the members agreed that the Committee will meet every semester on a regular basis or earlier, if need arise. Meeting ended with vote of thanks.

Activities Conducted in the year 2020-2021:

1. SEMINAR ON PCOD, HPV AND RELATED HEALTH ISSUES  
ICC organized a seminar on PCOD, HPV AND RELATED HEALTH ISSUES on 15<sup>th</sup> December 2020 for girl students of the college. The Speaker was Dr. Sangeeta Shetty.
2. GUEST TALK ON LAWS & SAFETY FOR WOMEN  
ICC had organized a guest talk on Laws & Safety for Women, on 8<sup>th</sup> March, 2021, on account of International Women's Day. The talk was organized for all the girl students of the college. The session started with the providing information about the various laws in India for women. The speaker also spoke about the need for men and women to know about the laws and to actually implement the laws. Speaker spread awareness about the laws and safety

  
Coordinator ICC



  
Principal  
I/C PRINCIPAL  
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Date: 11.08.2021

## COMPOSITION OF COMMITTEE 2021-2022:

| SR.NO | NAME OF FACULTY             | DESIGNATION | SIGN |
|-------|-----------------------------|-------------|------|
| 1     | Asst.Prof. Nausheen Parkar  | Coordinator |      |
| 2     | Asst. Prof. Bhavana Khainar | Member      |      |
| 3     | Asst. Shivani Singh         | Member      |      |
| 4     | Asst. Shalini Singh         | Member      |      |

### NOTICE:

All the members of Internal Complaint committee are requested to remain present for meeting at 3.00 pm on Wednesday, 18<sup>th</sup> August, 2021 on Zoom Platform, link will be shared in College WhatsApp Group.

Agenda of the meeting:

- 1) Review of last MoM
- 2) Planning of various online activities like seminars, talks etc.
- 3) Additional issues if any.



I/C PRINCIPAL

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Principal





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## MINUTES OF THE MEETING OF THE INTERNAL COMPLAINTS COMMITTEE (ICC):

Meeting of all members of Internal Complaints Committee (ICC) was held on 18<sup>th</sup> August, 2020 Coordinator, Ms. Nausheen Parkar, welcomed all ICC members. Meeting started with reading of agenda.

Following points were discussed in the meeting,

The Committee noted that no complaint of sexual harassment has been received from any employee/student till date. Finalizing the schedule for online activities planned' for female staff and students, like talks and seminars on hygiene etc. The coordinator conveyed her thanks to the members for attending the meeting and the members agreed that the Committee will meet every semester on a regular basis or earlier, if need arise. Meeting ended with vote of thanks.

Activities Conducted in the year 2021-2022:

### 1. TALK ON NATIONAL GIRL CHILD DAY

The ICC committee of the college on 25th January 2022 on account of National Girl Child had a small talk on the importance of Educating a girl child.

### 2. WEBINAR AND POSTER MAKING COMPETITION

The ICC committee of the College on account of International Women's Day on 8th March, 2022 organized a webinar on Domestic Violence.

Coordinator ICC



Principal  
I/C PRINCIPAL

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Date: 11.07.2022

## COMPOSITION OF COMMITTEE 2022-2023:

| SR.NO | NAME OF FACULTY             | DESIGNATION | SIGN |
|-------|-----------------------------|-------------|------|
| 1     | Asst.Prof. Nausheen Parkar  | Coordinator |      |
| 2     | Asst. Prof. Bhavana Khainar | Member      |      |
| 3     | Asst. Shivani Singh         | Member      |      |
| 4     | Asst. Shalini Singh         | Member      |      |

## NOTICE:

All the members of Internal Complaint committee are requested to remain present for meeting at 3.00 pm on Tuesday, 19<sup>th</sup> July, 2022 in Principal's cabin.

Agenda of the meeting:

- 1) Review of last MoM
- 2) Planning of various activities like seminars, talks etc.
- 3) Additional issues if any.



**IC PRINCIPAL**

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Principal





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## MINUTES OF THE MEETING OF THE INTERNAL COMPLAINTS COMMITTEE (ICC):

Meeting of all members of Internal Complaints Committee (ICC) was held on 19th June, 2022. Coordinator, Ms. Nausheen Parkar, welcomed all ICC members. Meeting started with reading of agenda.

Following points were discussed in the meeting,

The Committee noted that no complaint of sexual harassment has been received from any employee/student till date. Finalizing the schedule for online activities planned for female staff and students, like talks and seminars on hygiene etc. The coordinator conveyed her thanks to the members for attending the meeting and the members agreed that the Committee will meet every semester on a regular basis or earlier, if need arise. Meeting ended with vote of thanks.

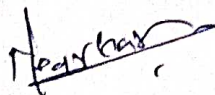
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The ICC committee of the college on 25th January 2023 on account of National Girl Child had a small talk on the importance of Educating a girl child.

### 2. WEBINAR AND POSTER MAKING COMPETITION

The ICC committee of the College on account of International Women's Day on 8th March, 2023 organized a webinar on Domestic Violence.

  
Coordinator ICC



  
**IC PRINCIPAL**  
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Date: 11.07.2023

## COMPOSITION OF COMMITTEE 2023-2024:

| SR.NO | NAME OF FACULTY              | DESIGNATION | SIGN |
|-------|------------------------------|-------------|------|
| 1     | Asst. Prof. Bhavana Khairnar | Coordinator |      |
| 2     | Asst. Prof. Shalini Singh    | Member      |      |
| 3     | Asst. Prof. Raksha Karwa     | Member      |      |
| 4     | Asst. Prof. Kamini Pawar     | Member      |      |

## NOTICE:

All the members of Internal Complaint committee are requested to remain present for meeting at 3.00 pm on Tuesday, 18<sup>th</sup> July, 2023 in Principal's cabin.

Agenda of the meeting:

- 1) Review of last MoM
- 2) Planning of various activities like seminars, talks etc.
- 3) Additional issues if any.



**I/C PRINCIPAL**  
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## MINUTES OF THE MEETING OF THE INTERNAL COMPLAINTS COMMITTEE (ICC):

Meeting of all members of Internal Complaints Committee (ICC) was held on 18<sup>th</sup> July, 2023. Coordinator, Ms. Bhavana Khairnar, welcomed all ICC members. Meeting started with reading of agenda.

Following points were discussed in the meeting,

The Committee noted that no complaint of sexual harassment has been received from any employee/student till date. Finalizing the schedule for online activities planned for female staff and students, like talks and seminars on hygiene etc. The coordinator conveyed her thanks to the members for attending the meeting and the members agreed that the Committee will meet every semester on a regular basis or earlier, if need arise. Meeting ended with vote of thanks.

  
Coordinator ICC



  
VC PRINCIPAL  
Swayam Siddhi Mitra Sangh's Degree College  
Bhiwandi - 421302  
Principal