

## **INTERNAL COMPLAINTS COMMITTEE**

### **ABOUT**

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In pursuance of UGC (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Education Institutions) Regulations, 2015 read with Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, the Internal Complaints Committee (ICC) was constituted under the special Cell Against Sexual Harassment (CASH) of the Bharati Vidyapeeth (Deemed to be university ) College of Nursing, Pune to deal with complaints relating to Sexual harassment at the work place.

### **Who can approach ICC for help?**

Any female employee (faculty member, student or non-teaching staff member) of Bharati Vidyapeeth (Deemed to be University) College of Nursing, Pune can seek Redressal from the ICC.

### **Definition of Sexual Harassment:**

"Sexual harassment" includes any unwelcome sexually inclined behavior, whether directly or indirectly, such as:

1. Physical contact and advances.
2. A demand or request for sexual favors.
3. Making sexually colored remarks (including jokes).
4. Showing pornography (books, photographs, paintings, films, pamphlets, packages, etc. containing 'indecent representation of women').
5. Any other unwelcome physical, verbal or non-verbal conduct of sexual nature.

**Under the Act, the following also count as sexual harassment:**

1. Implied or explicit promise of preferential treatment in her employment.
2. Implied or explicit threat of detrimental treatment in her employment.
3. Implied or explicit threat about her present or future employment status.
4. Interference with her work or creating an intimidating or offensive work environment for her.
5. Humiliating treatment likely to affect her health or safety.

**What are the possible actions that can be taken against the accused if found guilty?**

Depending upon the severity of the case, punitive action may take any of the following forms

- Warning
- Written apology
- Bond of good behavior
- Adverse remark in the Confidential Report
- Stopping of increments/promotion
- Suspension
- Dismissal
- Any other relevant actions

**If you think you are being harassed, what should you do?**

- Send an email to [con.pune@bharativedyapeeth.edu](mailto:con.pune@bharativedyapeeth.edu)
- Your complaint will be kept CONFIDENTIAL

## **Inquiry process**

- The inquiry shall be completed within a period of 90 days from the date of the complaint
- The ICC shall provide a report of its findings to the Principal within a period of 10 days from the date of completion of the inquiry and such report shall be made available to the concerned parties.
- If the allegation against the respondent has been proved, the ICC shall recommend punitive action(s) to be taken against the respondent.
- The Principal shall act upon the recommendation within 60 days of receiving it.

## **Caveat**

All female faculty members, non-teaching staff and students must bear in mind that such complaints are of an extremely serious nature and should, on no account, be made in a frivolous manner. This platform should not be misused to settle personal scores, or for any other non-genuine reason.

The ICC committee shall meet as and when required or at least twice a year and the minutes of the meetings may be recorded.

## Prevention of Sexual Harassment Committee

**Bharati Vidyapeeth (deemed to be university) College of Nursing, Pune.**

<b>Sr. No</b>	<b>Members</b>	<b>Constitution</b>
1.	<b>Dr.Mrs.BhagyashreeJogdeo</b> <b>PhD Nursing</b> I/C Principal Professor, and HOD Pediatric Dept Bharati Vidyapeeth (deemed to be university) College of Nursing, Pune.	<b>Presiding Officer</b> <b>(Chairperson)</b>
2.	<b>Mrs.L.Sushila Devi</b> <b>PhD Pursuing</b> Assistant Professor, Psychiatric Dept Bharati Vidyapeeth (deemed to be university) College of Nursing, Pune.	<b>Secretary</b>
3.	<b>Mrs.Vaibhavi Rani Maske</b> Gender Mental Health and Law Red Dot Foundation Safe city. BA, LL.B.	<b>Member</b> <b>Legal Advisor</b>
4.	<b>Mr. Mahesh Balkrushna Kulal</b> <b>Katraj,Dattanagar,Pune</b>	<b>Member</b> <b>Police</b> <b>Constable</b>
5.	<b>Mr.Dhruv Badekar</b> <b>Shraddha Rehabilitation of Mentally Ill</b> <b>Roadside Destitutes</b> <b>Post Graduate</b>	<b>Member</b> <b>Social</b> <b>Worker</b>
4.	<b>Dr.Suresh Ray</b> <b>PhD Nursing</b> <b>Vice Principal</b> Professor, HOD Community Dept Bharati Vidyapeeth (deemed to be university) College of Nursing, Pune.	<b>Member</b>

5.	<b>Dr. Monita Thokchom</b> <b>PhD Nursing</b> Associate Professor, HOD Psychiatric Dept Bharati Vidyapeeth (deemed to be university) College of Nursing, Pune.	<b>Member</b>
6.	<b>Mr.Satish Subrao Kadam</b> <b>Junior Clerk</b> Bharati Vidyapeeth (deemed to be university) College of Nursing, Pune.	<b>Non teaching Member</b>
7.	<b>Mr.Vishal Salutagi</b> Bharati Vidyapeeth (deemed to be university) College of Nursing, Pune.	<b>Student Member</b>
8.	<b>Ms. Priya Pangarkar</b> Bharati Vidyapeeth (deemed to be university) College of Nursing, Pune.	<b>Student Member</b>

