

Internal Complaint Committee (ICC)

Internal Complaint Committee (ICC) of K J College of Engineering and Management Research, Pune is constituted in 2016 as per Gender Sensitization, Prevention and Prohibition of Sexual Harassment of Women Employees and Students, and Redressal of Grievances in Technical Institutions (All India Council for Technical Education Regulations, 2016)

Sr. No	Name of The Member	Designation	Contact No.
1	Mrs.Gayatri S. Patil	Presiding Officer	9850096990
2	Dr.Prajakta N. Deshmukh	Member	8308745421
3	Mrs.Ranjana M. Kedar	Member	9890657675
4	Mrs.Sharayu S. Satpute	Member	9921248100
5	Ms.Swapnali S. Dhumake	Member	9623572502
6	Mrs.Vidhya S. Bhapkar	Member	9850244157
7	Dr. Santosh K. Patil	Member	8805009989
8	Mrs.KalyaniBhagad	External Member (NGO etc.)	9850181598

IMPORTANT LINKS:

[UGC Guidelines for Internal Complaints Committee \(ICC\)](#)

[Download ICC form for Offline Submission](#)

[Apply Complaint Online](#)

Sexual harassment act 2013 Supreme Court of India introduced Vishakha guidelines for prevention of sexual harassment in 1997. Sexual Harassment of Women at workplace act was introduced in 2013 which follows these guidelines. This legislative act in India protects women from sexual harassment at their workplace.

Rights of women at work place

- Protection against sexual harassment
- Work with dignity in a safe environment
- Equal treatment

What is sexual harassment?

Sexual harassment includes anyone or more of the following unwelcome acts (whether directly or by implication):

1. Physical contact or advances
2. Demand or request for sexual favours
3. Making sexually coloured remarks
4. Showing pornography
5. Any other unwelcome physical, verbal or non-verbal conduct of sexual nature.

Procedure to file complaint

- Written complaint to be filed within 3 months from the date of incident
- If the aggrieved woman is not able to make a complaint in writing, the ICC will provide assistance to her for making the complaint in writing.
- The time limit can be extended for not over 3 months, for which reasons have to be stated in writing by ICC.
- On receipt of the complaint, a copy of the complaint to be sent to the respondent within 7 days and ask the respondent to reply within 10 days, with list of documents, name and address of witnesses.

National Commission for Women has set up a dedicated round the clock (24x7)

Helpline number for women in distress since 24th July 2021

Helpline Number (24x7): 7827170170

Website: www.newwomenhelpline.in

IMPORTANT LINKS:

[The Sexual Harassment of Women at Workplace \(Prevention, Prohibition and Redressal\) Act, 2013](#)

[Vishaka Guidelines](#)