

INTERNAL COMPLAINTS COMMITTEE

Shri Pancham Khemraj Mahavidyalaya, Sawantwadi (Autonomous) of Arts, Commerce and Science follows a fair and transparent mechanism for submission of grievances, ensuring that concerns are addressed in a systematic and efficient manner.

1. Internal Complaints Committee/ Vishakha Committee:

As per the Vice Chancellor's directions under Section 14(8) of Maharashtra Universities Act 1994, Internal Complaint Committee is constituted every year to deal with cases of sexual harassment.

Following Internal Complaints Committee is constituted.

Sr. No.	Name of the Person	Designation
1	Mrs. N. D. Dhuri	Presiding Officer
2	Shri. R. B. Shintre	Teaching staff
3	Mrs. Shweta Suresh Parab	Non-Teaching staff
4	Miss. Vaibhavi Gopal Parab	Student representative

2. Mechanisms of ICC for Submission of Students' Grievances:

Anyone having a grievance related to college, ragging and sexual harassment has to follow the following mechanism for submission of complaint:

The process for submitting students' grievances is as follows:

a. Grievances Submission:

Anyone having grievance must visit the college Grievance Redressal Cell, complete the grievance form under the College Grievance Redressal Cell (CGRC) or ICC section online through college mail or alternatively, complaints can be written manually on paper, with the required details filled in, and submitted in person or through mail/post.

b. Submission to the Chairman/ Convener:

For grievances related to college or ragging, all grievance forms, should be

submitted directly to the Chairman of the CGRC/ICC or the Convener of Anti-Ragging, who is the Principal of the college, for further review and redressal.

c. Submission to the Presiding Officer:

For grievances related to sexual harassment, grievance forms may also be forwarded directly to the Incharge of the Internal Complaints Committee for further review and resolution.

3. Grievance Redressal Process:

- ✓ Upon receiving the grievance, the respective authority will acknowledge receipt within a stipulated time frame.
- ✓ The grievance will be reviewed and investigated by the designated committee.
- ✓ The concerned authority will provide an appropriate resolution within a reasonable period.
- ✓ The student will be informed of the decision taken and the actions implemented, if applicable.

4. Confidentiality and Non-Retaliation:

- ✓ All grievances will be handled with strict confidentiality to protect the identity of the complainant.
- ✓ No student shall face any retaliation for submitting a grievance in good faith. This process ensures that students' grievances are addressed fairly, efficiently, and transparently to foster a safe and supportive learning environment.