



## INTERNAL COMPLIANCE COMMITTEE (ICC) POLICY


Sharadchandra Mahavidyalaya, Shiradhon established Internal Compliance Committee (ICC) is established in compliance with the *Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act and Rules of 2013*, as well as guidelines from the *National Commission for Women and a Supreme Court judgment from 1997*. It is an obligation to adhere by an employer of a workplace with more than ten employees as per Section 4 of the Act. The Internal Complaints Committee is the initial in-house body which must be approached for filing of a complaint relating to sexual harassment by the aggrieved women.


The Internal Complaints Committee plays an important role in the functioning of the provisions of the Act and to ensure the fulfillment of its objectives. The major functions of the Internal Complaints Committee involve implementing the Policy relating to the prevention of sexual harassment, resolving complaints by the aggrieved and recommending actions to be taken by the employer.

The Act was enacted after the decision of the Supreme Court in the case of *Vishakha and Others v. State of Rajasthan and Others (1997 (7) SCC 323)*, where the Honourable Court laid down guidelines relating to sexual harassment of women at the workplace, known as "**Vishakha Guidelines**".

The Sexual Harassment of Women under the Workplace (Prevention, Prohibition and Redressal) Act was enacted in the year 2013 with threefold purposes:

1. Providing protection to women against sexual harassment at the workplace.
2. To prevent sexual harassment.
3. To provide a Redressal mechanism for complaints relating to sexual harassment at the workplace.

  
Principal  
Sharadchandra Mahavidyalaya,  
Shiradhon

  
I/C Principal  
Sharadchandra Mahavidyalaya  
Shiradhon Tq.Kallam

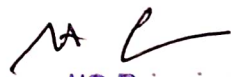


Hindustani Education Society AUSA'  
**SHARADCHANDRA MAHAVIDYALAYA, SHIRADHON**  
Tq. Kalamb Dist. Osmanabad- 413528 (MH)

**Internal Compliance Committee (ICC)**

Sr. No.	Name	Designation
1	Dr .Patel S. M.	Chairman
2	Dr. Sayyed A. F.	Member
3	Mrs. Sayyed S. N.	Member
4	Mrs. Kazi Z. S.	Member (Non- Teaching)
5	Smt. Shaikh R. H.	Member (Non- Teaching)
6	Ku. Ghogre P. P.	Student Representative

  
**Co-Ordinator**  
**IQAC, Sharadchandra**  
**Mahavidyalaya, Shiradhon**

  
**IIC Principal**  
**Sharadchandra Mahavidyalaya**  
**Shiradhon Tq.Kallam**