



आदिवासी शैक्षणिक संशोधन संस्था, राहक / अर्जुनी जि. गोंदिया द्वारा संचालित

एस. चंद्रा महिला महाविद्यालय आमगाव जि. गोंदिया

(कला व गृह-विज्ञान विद्याशाखा)

Accredited with "B" Grade by NAAC Banguluru

राष्ट्रसंत तुकडोजी महाराज नागपूर विद्यापीठ, नागपूर संलग्नित

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INSTITUTIONAL CHARTER: INTERNAL COMPLAINTS COMMITTEE (ICC)

(Constituted under Section 4 of the Sexual Harassment of Women at Workplace Act, 2013 and UGC Regulations, 2015)

1. Preamble and Policy Statement

S. Chandra Mahila Mahavidyalaya, Amgaon as a premier higher education institution for women, is profoundly committed to providing an academic environment where dignity, equality, and mutual respect are foundational. In strict adherence to The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (PoSH Act) and the University Grants Commission Regulations, 2015, the college operates under an absolute zero-tolerance policy toward gender-based discrimination, systematic harassment, and any form of behavioural misconduct. The campus is dedicated to maintaining safe learning boundaries, ensuring that every student and employee can pursue academic and professional growth free from intimidation or fear.

Core Objectives and Functions

The Internal Complaints Committee (ICC) functions as an independent, semi-judicial administrative cell tasked with three primary institutional responsibilities:

Prohibition & Preventive Security: Establishing clear, secure campus boundaries. The cell monitors high-traffic zones, designs comprehensive safety guidelines, and builds protective support desks for students, teaching faculty, and non-teaching personnel alike.

Time-Bound Redressal Framework: Managing and resolving written grievances through highly confidential, legally grounded, and objective investigative hearings.

Sensitization & Legal Literacy: Organizing interactive workshops, legal helpline awareness camps, and gender-equality orientation modules to build civil awareness among rural women students.

Internal Complaints Committee Composition

To maintain institutional neutrality, avoid conflicts of interest, and protect transparent evaluation, the committee incorporates senior academic leaders, administrative officers, and external legal experts. The panel for the current academic session is structured as follows:

S. No.	ICC Panel Position	Regulatory UGC Criteria	Appointed Institutional Representative
1	Presiding Officer	Senior Faculty	Dr. Trushna S. Kalambe (Principal)  +91 94227 36759  trushna.kalambe@gmail.com
2	Coordinator	Teaching Staff Representative	Asst. Prof. Diksha R. Badole (Head, Department of Home Economics)  +91 89990 62684  dikshabadole14@gmail.com
3	Faculty Member	Teaching Staff Representative	Dr. Devanand W. Khobragade (Head, Department of Marathi)  +91 98346 95342  devanandwkhobragade22@gmail.com

4	Staff Member	Non-Teaching Staff Representative	Miss. Varsha Wandhare
5	External Member	Legal Expert Guidance	Mr. Arun Ishwar Vaidya (Advocate)
6	Student Nominee	Selected Student Representative	Miss. Khushbu Sonwane Elected Student Council General Secretary

Formal Grievance Lodging & Resolution Protocol

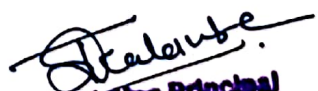
All submissions, evidence logging, and disciplinary actions follow a time-bound statutory workflow:

Filing an Official Complaint: Any aggrieved woman student or employee can file a detailed, written complaint directly to the Presiding Officer within ninety (90) days from the date of the incident.

Absolute Confidentiality Protection: In compliance with Section 16 of the PoSH Act, the identity of the complainant, the respondent, and all participating witnesses remain strictly sandboxed from public or media disclosure.

Inquiry Enforcement Limits: The ICC executes its fact-finding inquiry under civil court code guidelines. It reviews material evidence, conducts private hearings, and must wrap up all recorded evaluations within a fixed statutory period of ninety (90) days.

Penalty Implementation Routing: Upon concluding its hearings, the ICC prepares a formal findings report. This report is submitted to the Management Executives and the College Development Committee (CDC) to carry out immediate administrative actions, suspensions, or to coordinate formal channels with regional law enforcement.


Officiating Principal
 S. Chandra Mahila Mahavidyalaya
 Amgeon, Dist. Gondia